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ir principal article this month (p. 74),
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ng ascent of mankind in its struggle
ainst the folly, prejudice, blindness and
norance that breed discrimination.

NFB photo

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Department of Labour Today

A Briefing on the Task Force

Fifteen field officers of the Department's Conciliation and Arbitration Branch met in Ottawa for a week-long conference during December to discuss problems of industrial relations and to learn about several facets of administration in conciliation and arbitration matters. Talks were presented and then discussed under the direction of officers of the Department.

Woods

The guest speaker was Prof. H. D. Woods, Dean of Arts and Sciences at McGill University, who is the head of the Task Force on labour relations. Prof. Woods spoke about the work of the Task Force. He reminded the officers that he could not say what conclusions the Task Force would reach or what recommendations it would make, because the work is as yet only half completed.

Describing the background of the Task Force, Prof. Woods said that it was a product of the railway crisis of the summer of 1966 (L.G. 1966, p. 630). The members meet informally with three committees: a ministerial committee; a senior government committee, comprising senior administrative officers; and a labour-management advisory body, which is also an advisory body of the Economic Council of Canada.

The terms of reference of the Task Force, he said, are "to look into industrial relations in Canada with a view to making recommendations for policy and any other matters in this field that are of concern to the people of Canada." Under these general directions, the Task Force is able to use any means it deems necessary to complete the project (L.G. 1966, p. 631).

Extensive Research

Prof. Woods said that there are 75 to 80 projects currently under way. Research is conducted by federal Government departments, by outside labour experts hired by the departments specifically for the project, or by contract research agencies, such as universities, across Canada.

There are no public hearings during sessions, but the Task Force has advertised asking for briefs to be submitted to it for consideration (L.G., Nov. 1967, p. 680). Several national bodies representing both labour and management also have contributed reports, which are more frank, because they can be treated in a confidential manner.

The Task Force is considering several areas of problems and research.

The rights and responsibilities of parties is under investigation to determine what are the specific areas of jurisdictic of each. The members are conducting a examination of what is the most appr priate unit for collective bargaining f certification under the Canada Labou Relations Board. Research is being don on what constitutes unfair labour pra tices. The growing lack of trust of trad union members for their leaders manifes itself in the problems of ratifying collecti bargaining agreements, and this ph nomenon is being studied by the Tas Force.

Another major topic is the problem c what constitutes an emergency situatio in labour-management disputes, and th areas of "public interest" in them. Th use of injunctions must be studie because it is a major tool used in disput

Trade-off Problem

The difficulty of maintaining price st bility, and at the same time decreasin unemployment levels — known as th trade-off problem — is a subject of prim concern. The economic forces at work i the economy, such as cost-push an demand-pull, are being reviewed to un cover the influence that they have o industrial relations in Canada. The Tas Force is concerned with the industri relations consequences of economic polic as investigated by the Economic Counc (L.G., Feb. 1967, p. 90; Dec. 1967, p. 734

The Task Force is studying the role c governments within the legislative fram work of the labour relations acts of th provinces and Parliament, and the impl mentation of their services in industri relations areas. The study will survey th expanding role of government as em ployer, and the consequent increase functions of government on behalf of i employees.

Studies of economic conversion an technological change in industries gre out of the Freedman Report (L.G. 196 p. 4), and in this area, the Task Force analyzing problems connected with th retraining of workers, debating whether c not such retraining should be done a public expense, and investigating th social costs of automation in industry i terms of laid-off workers. Dealing wit the principle findings of the Freedma Report, the Task Force must decid whether the right to strike during the li of an agreement should be allowed, c whether bargaining to establish pr cedures for handling change should tak place in advance of negotiations for new contract.

Prof. Woods made several reference to European, British and American e periences during his address. By studyin these, he said, the Task Force can sele which procedures are suitable for adapt tion to Canadian conditions.

50 Years Ago

From the Labour Gazette February 1918

n appeal tribunal explained
e grounds and conditions of
xemption from military service
the appeal of Crow's Nest
ass and Southern Alberta coal
iners. The Dominion Govern-
ent held a conference with
bour representatives.

"These appellants must understand they
e not soldiers. And where exemption is
anted them, it is so granted because the
urt is of the opinion they are of greater
lue to the nation by remaining coal min-
s than by becoming soldiers. And the
ly way they can continue to be of greater
lue as coal miners than as soldiers is by
oducing coal."

This is an extract from a judgment ren-
red by a judge of Appeal Tribunal No.
in the case of some 36 miners of the
ow's Nest Pass and Southern Alberta
stricts whose claims for exemption from
litary service had been disallowed by the
al tribunal at Fernie, B.C. The appeals
re made by the United Mine Workers of
nerica. It was reprinted in the February
18 issue of the LABOUR GAZETTE.

This journal did not say how many of
e miners were granted exemption by the
peal tribunal, but the judgment in which
e reasoning of the court was given was
blished verbatim.

"I repeat my statement: men to whom
emption is granted are in the position of
diers, and they must work as steadily
d continuously as though they had
nned khaki," the judgment continued.
o my mind, they should esteem it an
nour and privilege to be in the position
ere they are called upon to help their
untry by using extra efforts for the production of a commodity so essential as coal; and they should carry on their duties here with the same willingness and the same cheerfulness that their brothers and friends have shown when they went to the front."

The judge went on to say that he was not binding the exempted miner to work in any particular mine or for any particular employer, because to do so would be placing him too much in the power of his employer. "On the other hand, there must be no malingering, no holidays other than specified, no letting up on the production of coal, but rather a speeding up on the part of these appellants. If it can be shown by the military authorities at any time that any man is not following the rules I am establishing, that man must understand that his exemption ceases and he will at once become liable for military duty."

The judge said that he would give the men and the military authorities an opportunity to come before him from time to time to state their cases, but he again warned the appellants that, if there were letting up or cessation of work, the exemption would stop and they would at once be drafted into military service. He laid down certain rules regarding exemptions:

An exemption would be conditional upon the appellant's being continuously employed in his occupation; anyone who ceased to work for more than 24 hours without just cause would be considered to be not continuously employed; a layoff of more than 24 hours without just cause must not occur more than once a month; in case of illness, a certificate signed by a medical practitioner must be obtained within 48 hours, and if demanded by the military or civil authorities, it must be produced and filed in the office of the Chief of Provincial Police in Fernie; if a stoppage of work for some cause beyond the control of the workman occurred, such as an accident, a certificate must be obtained from the manager of the mine where the workman was employed, and upon demand by the military or civil authorities, must be produced and filed in the office of the Chief of Provincial Police in Fernie; in the event of a strike or cessation of work by workmen other than exempted men that prevented the latter from working, the exemption would cease, subject to the provisions of two rules mentioned below; no exempted man was to occupy an official position or to carry on work that prevented him from working at his usual occupation in the mine; if a person granted exemption wanted to change his employment from one employer to another, he must apply in writing to the appeal tribunal and obtain a certificate authorizing him to do so; exemptions were to continue until June 1, 1918, when application must be made for extension.

The rule that an exemption would lapse if the man exempted was prevented from working by a strike or cessation of work by other workmen was subject to the following safeguards: if a dispute arose between the military authorities and anyone to whom an exemption had been granted, or if the military authorities drafted, detained or arrested an exempted man for noncompliance with the rules or for any other reason, the matter was to be brought before the appeal judge as soon as possible; all parties had the right to apply to the judge "in a summary manner" for a further special or general ruling on any matter that might arise.

Conference with Labour

At the invitation of the Dominion Government, a number of representative labour men from all parts of the country came to Ottawa at the end of January 1918 to confer with the Government on a number of important matters, expecially those having to do with labour.

"The railway situation was discussed and the labour men asked for the nationalization of all the roads, or failing this, a central control board which should operate the railways as one system during the war," this journal said. "As to shortage of labour for railway maintenance, the labour men were of the opinion that the difficulty was not caused by labour shortage, but rather by unequal distribution of labour. It is understood that the question of compulsory farm labour was not raised by the Dominion Government, but it was informally discussed with the labour representatives by some of the local representatives of agricultural departments of the provincial governments.

"The labour representatives took the position that conscription of farm labour was impracticable. . . . It was conceded, however, that it might be advisable to make some statistical survey of the supply of labour available, and it was understood that the Government would take the matter into consideration and issue a statement shortly. The labour representatives also opposed the introduction of alien labour.

"As counter proposals to conscription of labour and the importation of aliens, the labour men suggested that efforts should be made to organize more efficiently the present supply of labour in the country. They approved the abolition of private employment agencies and the organization by the Dominion Government in co-operation with the provinces of a national system of employment exchanges.

"They also suggested that special railway rates should be granted to labourers going to employment at a distance. No opposition was expressed to the securing of farm labour from the United States or the exemption of farm labour from compulsory military service. . . ."

Minister describes department's new role

Never before have fundamental attitudes to industrial relations required such a thorough overhaul, Hon. John R. Nicholson, Minister of Labour, said in speaking to the Vancouver Rotary Club early in November. Two days later, at the other end of the country, he told a labour-management area conference in Corner Brook, Nfld., that the need for real communication between labour and management was being felt by both parties more than it ever had been.

The Minister provided additional information about the new program of "positive industrial relations" initiated by his department at the end of September. The program included plans for a series of meetings with leaders of management and unions in industries under federal jurisdiction (L.G., Dec. 1967, p. 731).

Dealing with his department's new attitude of "positive action" instead of its historic role of "referee," the Minister told his Vancouver audience that there was "much evidence to indicate that the rate of significant change in major employment fields is now so rapid that certain inflexibilities inherited from the past . . . are considerably less compatible with the needs of society than they once were."

Mr. Nicholson referred to two important new trends: the increasing unionization of the public service part of the economy and the "re-birth of union militancy in some regions." He expressed the opinion that it was an oversimplification to suppose that the rising restlessness in industrial relations could be satisfactorily explained in purely economic terms. Very much more than this was involved.

Although he affirmed his belief that the principle of free collective bargaining remained unchallenged as a means of dealing with the needs of our society, he also said, "I believe that both labour and management are coming to recognize that collective bargaining, using only the law of the jungle, can only hurt, not help, their own interests, as well as those of the public at large."

Speaking in Corner Brook, the Minister said that communication in industrial relations demanded good will and frankness, and he added, "If labour and management abdicate their responsibilities, there will be a growing demand for more government intervention, if only to protect the public interest. And if we come to depend on government intervention to extricate industrial relations from its difficulties, then the whole system of free collective bargaining is in jeopardy."

He said that joint labour-management consultation committees offered one way by which labour and management could come to a better understanding of each other's position. "Such committees offer both parties a way of communicating that they could never achieve if their relations were confined to periodic bargaining sessions."

Vacations are getting longer for U.S. workers

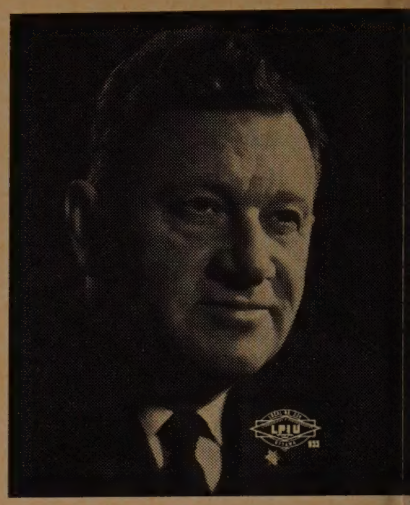
Two-week vacations are gradually disappearing from the United States industrial scene. In the November 1967 issue of *The American Federationist*, Rudolph Oswald, an economist in the AFL-CIO Department of Research, claims that most U.S. workers under major collective agreements can receive a maximum of four weeks, and in some cases up to 13 weeks of paid holiday a year.

Sabbatical or extended vacations were introduced into the mainstream of collective bargaining by the United Steelworkers in 1962 and 1963 negotiations. Under the basic steel contract, 13-week vacations are provided every fifth year for employees in the top half of the seniority roster. And in can-manufacturing agreements negotiated by the Steelworkers and the International Association of Machinists, workers having seniority of 15 or more years may take 13 weeks every fifth year.

The United Packinghouse Workers union has contracts in the sugar industry providing increasingly longer vacations to workers approaching retirement age. At ages 57 and 58, workers get six weeks vacation; at age 59 and 60, seven weeks; at age 61 and 62, eight weeks; and at 63 and 64, the worker is entitled to 12 weeks.

About 60 per cent of all major union contracts provide a four-week vacation after varying lengths of service; 22 per cent provide three weeks, 13 per cent, five or more weeks, and 5 per cent, less than three weeks.

The extended vacation has been written into some contracts to increase job openings for younger workers, to avoid payless layoffs during slack business periods, and to help older workers adjust to eventual retirement.



Stanley A. Little

CUPE president retains post by 10-vote margin

The third national convention of t 112,000-member Canadian Union of Pu lic Employees, held in Montreal fro November 20 to 23, 1967, was marked a close and bitterly fought election the office of President, in which Stan Little retained the post by a margin 10 votes.

The vote was 285 for Mr. Little to 2 for William Black, Business Manag of the union's hospital employee local British Columbia. In the elections general vice-presidents, four of the fi elected were supporters of Mr. Litt Grace Hartman, who nominated M Black, was elected to the union's seco post, that of National Secretary-Treasur

The vote for the presidency was manifestation of a cleavage in the uni that has existed since it was formed 1963, with the merger of the Natio Union of Public Employees (NUPE) a the National Union of Public Serv Employees (NUPSE). The vote follow to a large extent, the lines of the unions. This election was the first sin the merger, when Stanley Little, form president of NUPSE, was elected witho opposition.

The CUPE convention approved plan to set up a strike fund, to be financ by an assessment of $1 per member, a a levy on locals of 10 cents per memb per month. The fund is expected to bu up to $240,000 in the first year. Preside Little said that the fund would enable t union to move into a more ambitio and militant program of collective ba gaining.

ajor 1967 settlements affect 900,000 workers

Average straight-time hourly wage rates r unskilled and semiskilled workers in nada, excluding those in the construc- n industry, rose by 7.9 per cent between ne 1966 and June 1967 under collectively rgained agreements in major negotiating its of 500 or more employees, according a recent survey of current trends in ge settlements. During the preceding -month period from the middle of 1966 the middle of 1967, the average rise in sic rates was 4.8 per cent.

The survey, which was conducted by e Economics and Research Branch of e Department, included 518 major rgaining units covering a total of about 0,000 employees.

A companion study by the Branch dealt th new wage settlements concluded ring the first six months of 1967, and vered 113 such agreements and ap- oximately 232,000 employees.

The periods covered by these agree- ents varied. About half were of a ration of approximately two years, ghtly less than a third for terms of 33 onths or more, and about one out of ery six was for 15 months or less.

In calculating the average annual rcentage increase for these settlements, e Branch found that those negotiated ring the first half of 1967 provided for creases averaging 9.1 per cent a year. he average annual percentage increase r settlements negotiated in the calendar ar 1966 was 8.1 per cent, and the rresponding figure for 1965 was 5.6 r cent.

Of the 113 major agreements concluded tween January and June of this year, out half were for a two-year period d they provided for increases ranging om 8 per cent to 41 per cent over that riod. Almost three quarters of these 56 o-year settlements provided increases nging from 10 to 20 per cent, and half this group ranged from 13 to 16 per nt over the two years.

During the first six months of this year, 2 of the agreements were for a period of 3 months or more, and slightly more than alf of these provided increases ranging om 14 to 24 per cent. More than a third rovided for base rates 26 to 32 per cent igher than presettlement rates over the riod of the agreement.

Half of the 18 agreements signed for riods of less than 15 months provided creases ranging from 7 to 10 per cent. our of the agreements in this category rovided for increases of 6 per cent or ss; the five remaining settlements pro- ded for annual increases larger than 10 r cent.

Thirty of the new contracts negotiated the first half of 1967 provided for wage increases of from 5 to 15 per cent, retroactive to 1966. All but five of the 113 contracts surveyed provided wage increases to take effect in 1967. Some 66 of these provided for base-rate increases ranging from 5 to 10 per cent. Twenty-two contracts provided increases ranging from 11 to 15 per cent. The 15 remaining agreements gave increases in the range of 16 to 30 per cent.

Eighty contracts provided for wage increases to go into effect in 1968; 63 provided increases ranging from 5 to 10 per cent; and 13 provided base rates 1 to 4 per cent higher than 1967 rates. In the four remaining settlements, the increases ranged from 11 to 13 per cent.

Twenty-two settlements provided for wage increases to take effect in 1969, ranging from 3 to 10 per cent.

DBS releases study of 1921-61 labour force

The first of a new series of analytical studies, based mainly on information from the 1961 and earlier censuses of Canada, has been published by the Dominion Bureau of Statistics.

The study, *Historical Estimates of the Canadian Labour Force*, by Frank T. Denton and Sylvia Ostry, both of DBS, includes labour force estimates by age and sex since 1921; by sex (1901 and 1911) and total labour estimates (1851 to 1891). A wealth of appendices, including the decennial census questions since 1871, are shown, along with a number of historical tables published for the first time.

The booklet (Cat. No. MS99-549/1967) costs 75 cents and is available in English and French from the Dominion Bureau of Statistics, Ottawa, or from any Queen's Printer outlet.

Ontario extends its rehabilitation aid

Rehabilitation aid for injured workers in Ontario has been raised from $200,000 to $1,100,000 a year by the provincial Government. The Ontario Compensation Board has extended its vocational rehabilitation services to include workmen whose minor but permanent disabilities prevent their returning to work, and to those having temporary partial disabilities but no available suitable job.

There has been a marked increase in the number of injured workmen requiring retraining and job placement. During 1966, the Board handled 8,570 persons, 447 of whom required retraining. Indications were that this figure had doubled by the end of 1967.

The Board's vocational rehabilitation department also provides vocational and social counselling; selective job placement with the former or a new employer; physical appraisal and psychological testing to determine appropriate areas of retraining; and industrial workshops for practical testing and "work conditioning" for those who require it after a long period of recuperation.

PARLIAMENT

Bill C-186 to amend the Industrial Relations and Disputes Investigation Act to clarify certain powers of the Canada Labour Relations Board, to provide for the appointment of two vice-chairmen instead of one, to provide for an appeal division of the Board, and further to provide for certain changes in connection with the administration of the Act, was introduced by the Minister of Labour on December 4, and passed first reading (*Hansard* p. 5013).

Bill C-184 to amend the Government Employees' Compensation Act to provide coverage under the Act to employees and prospective employees engaged in training courses, and to extend the coverage provided under the Act to certain employees stationed outside Canada, was introduced by the Minister of Labour and passed first reading on November 28 (p. 4814).

Two bills given third reading were C-150 to establish a Canada Manpower and Immigration Council (L.G., Dec. 1967, p. 732) passed on November 13 (p. 4228), and C-161 to establish a department of corporate and consumer affairs (L.G., Jan., p. 7) passed on November 27 (p. 4768).

Fiscal measures considered necessary by the Government to restrain inflation, to ease "disturbing strains in the capital market that threaten our continued economic growth," and to meet "in a non-inflationary way, the costs of continuing public programs essential to social security and long-run national development," were proposed by the Minister of Finance on November 30 (p. 4899). Proposed changes in taxation included: a special surtax of 5 per cent of the amount of the basic personal income tax assessed on an individual in excess of $100, to a maximum total of $600, to take effect on January 1, 1968; and an increase of about 10 per cent in the federal tax on spirits, beer, wine, cigarettes, cigars and tobacco, effective immediately.

International Year for Human Rights 1968

Canadian Commission Executive

The executive of the Canadian Commission, which is s co-ordinating activities in Canada for the International Year for Human Rights 1968, comprises: Patron, His Excellency The Right Honourable Roland Michener, and Honorary President, The Right Honourable Lester B. Pearson, Prime Minister.

Persons on the Executive Committee are: President, John Humphrey; Chairman, Kalmen Kaplansky; Secretary Treasurer, Arthur Stinson, and Director, Alban Daigle.

Other members of the Executive Committee are: David Bartlett, Monique Bégin, Myer Belkin, Lavy Becker, Haig Beylerian, Thérèse Casgrain, Maxwell Cohen, René Dussault, Saul Hayes, René Hurtubise, Muriel Jacobson, Alexander Laidlaw, Raymond Laliberté, Emery LeBlanc, Monique Lussier, R. St. John Macdonald, Fred W. Price, Louis Sabourin, Alexandre Savoie, Douglas Schmeiser, Frank Scott, Walter Tarnopolsky, and Peter Trueman.

CANADIAN PARTICIPATION in the International Year for Human Rights 1968 was launched by Prime Minister Lester B. Pearson in Ottawa on December 15. Mr. Pearson is Honorary President of the Canadian Commission for International Year. The International Year for Human Rights marks the 20th anniversary of the Universal Declaration of Human Rights which, at its birth in September 1948 (L.G. 1948, p. 273), was proclaimed as "a common standard of achievement for all peoples and nations." This year, under the flag adopted by the United Nations for the anniversary, people all over the world will be looking at their own achievements and working toward fresh objectives in many areas of fundamental human rights and equality.

In a luncheon address to representatives of more than 160 national voluntary organizations, provincial committees and government departments concerned with the advancement of human rights in Canada, the Prime Minister declared that, underlying the "Canadianism" of Centennial Year had been "the basic humanity which we share with all the rest of mankind.

"If during these months we have been improving our understanding of the nature and value of the Canadian society, our challenge, during International Year for Human Rights, is to review our appreciation of the fundamental rights of man and how to make them more secure in Canada and in the world."

Mr. Pearson said that the forthcoming Federal-Provincial Conference offered an unprecedented opportunity to establish new and widened dimensions of human rights.

"We are all familiar with the phrase 'unity in diversity'—so familiar, perhaps, that we are in danger of losing sight of the depth of its meaning. It is really a new concept of human freedom. . . .

"What is open to Canadians today in resolving our national unity problems in a positive and successful way, is a perha unprecedented opportunity for us to advance not just our ow causes, but the whole cause of human civilization, of brothe hood and good will toward all men.

"By our success in building a nation on the foundation variety and diversity, we will achieve a triumph, not only f unity in Canada, but for the progress of all mankind."

The Prime Minister pointed out that basically, respect f human rights begins in the human heart. "If it does not exi there, it will not be found in the community. This is why w must root out in ourselves the evils of intolerance, and discrim nation and prejudice of race, or creed, or class. Until we do so and realize the ideals of the Universal Declaration of Huma Rights in our personal and collective relationships—then ou country will not be truly united or truly great.

"No matter how much our national income may increa each year, or how spectacularly our national resources may b developed, there is much more to a country's life and progre than these statistics.

"Nor will Canada earn or deserve the loyalty and devote service of its citizens to the fullest extent, if we allow racial class or religious prejudice and intolerance to linger in ou minds.

"We must continue the fight against these things until the are wiped out. This surely is the message of the Internation Year for Human Rights."

Planned activities in Canada during the Year, under the au pices of the specially formed Canadian Commission, will inclu the promotion of the subject of human rights at the school leve and the researching of specific national and local problems.

The Commission's executive committee plays a leadershi role in promoting activities at both national and provinci levels. Chairman of the committee, Kalmen Kaplansk

Director of the International Labour Office in Canada, said, "It is our responsibility to interest national voluntary organizations in undertaking projects within their own spheres of interest, particularly inventory-type projects.

"We would like all those groups which at some time might need the protection of the instruments in the Declaration to make an 'inventory' to see how those standards compare with existing Canadian realities."

Several national organizations including the Canadian Welfare Council, the Canadian Federation of Mayors and Municipalities, and the Home and School Association, are already in the process of taking on such projects. The United Nations Association has agreed to use "human rights" as the theme of its 1968 annual conference.

Provincially organized committees are undertaking a similar promotion task among local groups, with full support from the national organization, which can supply a range of assistance in the form of posters, films and speakers. "The culmination of all the various projects will be in the form of a confrontation, to take place at the national conference at the end of 1968, when both national and provincial committees will investigate the findings," Mr. Kaplansky said.

Federal and provincial government departments concerned with the specialized aspects of human rights are also actively participating in the Year, primarily with promotional and educational campaigns. The Fair Employment Practices Branch of the Canada Department of Labour is undertaking, on a broad scale, a national publicity campaign focussed on the Fair Employment Practices Act, which the Department administers. The Act forbids discrimination in employment and union membership, within federal jurisdiction, on the basis of race, colour, religion or national origin.

The Canadian Commission sees International Year as "a unique opportunity for Canadians to engage in serious discussion and positive action on fundamental liberties. It hopes that citizens and governments will do more than pay lip service to the principles enunciated in the Universal Declaration."

Since proclamation of the Declaration in 1948, its provisions have been reflected in the constitutions and laws of many nations, and it has been translated into more than 60 languages. The recommended theme of the ceremonies, activities and celebrations surrounding its 20th anniversary is: "Greater recognition and full enjoyment of the fundamental freedoms of the individual and of human rights everywhere."

Role of Legislation

Discrimination relating to employment is prohibited in Canada by the federal Fair Employment Practices Act, which applies to employers and unions in businesses, undertakings and industries within the legislative jurisdiction of the Parliament of Canada. In addition, eight provinces have enacted legislation that forbids discrimination in employment, trade union membership, and accommodation; and nine provincial Acts provide also for equal pay for men and women doing the same work.

Discrimination can be described as unequal and unfavourable treatment through: (a) denial of rights or advantages to members of a particular group; (b) imposition of special burdens on the members of a particular group; and (c) the granting of favours exclusively to certain members of a group, thereby creating inequalities. Antidiscrimination legislation in Canada seeks to overcome discrimination against persons on the basis of race, colour, religion or national origin.

Canada is a signatory to International Labour Convention 111, which concerns discrimination in respect of employment and occupation. By undertaking "to declare and pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation," with a view to eliminating such discrimination, Canada joins with other signatories to promote human rights throughout the world. In addition, the Canada Department of Labour is a member of the Advisory Council for the Commission for International Human Rights Year in Canada (L.G., Oct. 1967, p. 630).

The federal FEP Act states that employers within federal jurisdiction cannot refuse to employ or continue to employ persons because of race, national origin, colour or religion. These employers cannot use employment agencies that practise discrimination, nor can they make reference to discriminatory limitations or preferences in hiring persons. Similarly, the FEP Act forbids discriminatory action by trade unions.

Although the FEP Act excludes the 350,000 public service employees across the country, similar antidiscrimination provisions are included in the Public Service Employment Act.

Anyone who feels that he has been the victim of discrimination may make a written complaint to the Director of the Fair Employment Practices Branch, Canada Department of Labour, Ottawa. An immediate inquiry may then be made. If a satisfactory settlement by conciliation cannot be reached, an Industrial Inquiry Commission can be set up to report to the Minister of Labour. The Minister may then put into effect any recommendation of the Commission, which will be final and binding, and he may initiate prosecution.

A person making a complaint is protected from retaliatory action, and there is similar protection for anyone who assists in the initiation or prosecution of the complaint.

Legislation prohibiting these forms of discrimination in employment has been enacted in eight provinces in one form or another, (L.G. 1963, p. 986; 1965, p. 492).

The Canadian Bill of Rights recognizes individual rights and freedoms, including the right to employment without regard to race, national origin, colour, religion or sex.

The Ontario Human Rights Code covers antidiscrimination in areas of employment, public accommodation and multiple dwellings. Nova Scotia also had codified its antidiscrimination legislation, and has established a Human Rights Commission (L.G. 1963, p. 985).

Lower rates of pay for women doing the same work as men is prohibited in nine provinces, as well as in the federal Government.

Legislation to ban employment discrimination on the grounds of age, and to provide equal opportunity for capable older workers over the ages of 40 to 45, has been passed by British Columbia and Ontario, (L.G. 1964, p. 943).

Territorial Fair Practices Ordinances (Yukon in 1963 and N.W.T. in 1966) prohibit discrimination in employment; trade union membership; public accommodation and multiple housing on grounds of race, colour, religion or national origin. The N.W.T. ordinance also safeguards equal pay for females.

Although Canada has a heritage of human rights and fundamental freedoms, specific laws against discrimination are all relatively new. Federal and provincial Governments have acted to promote educational programs designed to oppose prejudice with its greatest enemy — knowledge.

Two provinces, Alberta and New Brunswick, are concerned with the instituting of ombudsmen. An ombudsman provides a safeguard to the individual against administrative actions or decisions that are: contrary to law; based on a mistake of law or fact; and unreasonable, unjust, oppressive or improperly discriminatory because the rules of law on provision of the Act that is being applied have such results when applied to the particular case. The Alberta Ombudsman Act came into effect July 1, and the Act passed in New Brunswick to provide for an ombudsman will come into force on proclamation.

In general, the institution of an ombudsman is designed to safeguard the rights of the individual which might otherwise be disregarded through error on the part of persons authorized by government to make decisions that affect the individual's interests on a wide range of matters.

Annual Conventions of the Ontario and Quebec Federations of Labour

Lockouts, injunctions, wages and hours of work, and housing were among the issues examined by the OFL at its 11th annual convention.

One thousand delegates to the QFL's 10th annual conference set a new trend in the labour movement.

The limits to the right of business concerns to shut down plants and the social consequences of such shutdowns, housing, the use of injunctions in labour disputes and minimum wages and maximum hours of work were among the more important matters dealt with at the 11th Annual Convention of the Ontario Federation of Labour, held in Niagara Falls on November 6, 7 and 8, 1967.

Donald MacDonald, Secretary-Treasurer and acting President of the Canadian Labour Congress, was a leading speaker at the convention.

A special conference on the "Housing Question" was held on November 5, before the convention opened. Harold Ostroff, Executive Vice-President of the United Housing Foundation, New York City, was the leading speaker at this meeting. He urged the use of union funds to finance the building of houses for working people.

David Archer was re-elected President of the OFL, defeating John Steele of the Brotherhood of Railway Carmen by a vote of 755 to 97. Douglas F. Hamilton, Secretary-Treasurer of the OFL, also was returned to office, defeating William Rutherford of the UAW by a vote of 678 to 154.

Vice-Presidents elected were: George Barlow, Retail Wholesale; Purdy Churchill, Printing Pressmen; Kealey Cummings, CUPE; Michael Fenwick, Steelworkers; Dennis McDermott, UAW; Norman Paxton, Pulp and Sulphite; Jack Pesheau, Lumber and Sawmill Workers; William Punnett, Rubber Workers; Michael Reilly, Labourers; Iona Samis, Packinghouse Workers; Harold Thayer, IAM; and John Whitehouse, Textile Workers.

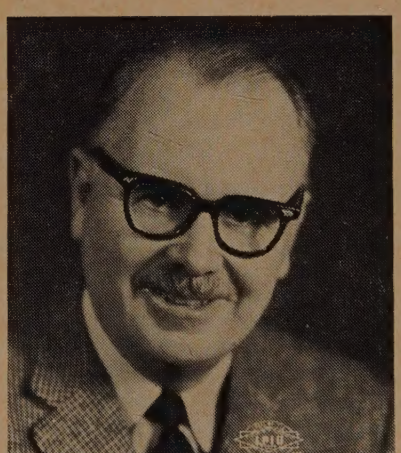


Photo by Famous Studio, Toronto

David Archer

PRESIDENT'S ADDRESS

In his address to the convention, David Archer, President of the Federation, complained of the failure of some of the unions that had recently become affiliated with the Canadian Labour Congress to take part in the activities of either the labour councils or the Federation. He thought it was incumbent on the CLC to urge these unions to become affiliated with, and to participate "at all levels of union activity."

Mr. Archer covered a wide range of topics. He defended the Canadian labour movement's international connections. "Everyone recognizes that capital knows no national boundaries. It follows that labour must also recognize that in order to gain our objectives, we cannot be inhibited by chauvinistic postures that are really only masquerades for ambitious politicians," he said. Labour had nothing to gain by dividing its forces.

Later in his address he referred to actions in Ontario by the Confederation of National Trade Unions, which he called "raiding." It had never been suggested, he said, that employees should be denied freedom of choice in selecting their union. "But we have questioned the wisdom and the sincerity of a union that comes into a province merely to disrupt already existing bargaining relationships rather than using its considerable ability to

rganize those who are unorganized."

Mr. Archer complained that the Canaian press was biased in its reporting of olitical matters. He particularly criticized ie press of Saskatchewan and Ontario. He iid that, in regard to medicare, the Sasatchewan press used tactics that were "so latently biased that newspapers outside ie province protested." Even Prime Minter Harold Wilson in Britain and Presient Truman in the United States, "in ieir worst days, never suffered the comlete editorial bias" that had been shown y the press of Ontario, the speaker said.

"The question of injunctions has connued to be a major concern of our Fedation .... The battle is not over. The ecisions of the courts have shown a arked improvement. It is much more difcult to get an *ex parte* injunction, but I elieve the attitude of the judges is still the ime .... Every political party has gone n record as being opposed to *ex parte* inunctions in labour disputes .... It will be teresting to see what is done now that ie election is over."

Mr. Archer referred to the forthcoming port of the Rand Commission, and he id that "only updating the labour legistion and removing injunctions from laour disputes will solve the problem."

He reiterated the opposition of Canaan labour to the war in Viet Nam, and firmed "the right of all people throughut the world to be free from dictates of ıy foreign power." Regarding the situaon in the Middle East, he said that any scussions of a settlement of the crisis ust accept "the state of Israel as a viable, gal entity."

Turning to the question of racial enmity, ch as that which continued to manifest elf in the United States, he asked the use of it. "The evidence is that there is a -called power elite and that our social ganizations are not as flexible as they ould be in meeting the changes and tenons of our rapidly-changing society," is his answer. He admitted, however, at a change seemed to be taking place. After all, a trade union member has been pointed to each board of governors of e new colleges of arts and technology in is province. But this is exactly the excepn that proves my point. Put one trade ionist on a board and it is remarkable!"

Regarding the housing situation, he said at "the real need is for subsidized lowntal housing within the reach of the erage wage-earner. We as unionists ust accept the fact that, in large cities me ownership may be either impossible undesirable. We must recognize the t that renting a home, or an apartment, an acceptable way of life, and that in ny cases subsidization will be necessary less we are to take the much more costly id of complete welfare responsibility."

Mr. Archer had some remarks to make on the subject of taxation. Although he referred to the Carter Report, he dealt mainly with the report of the Ontario Smith Committee on Taxation because it dealt with the province of Ontario. He complained that the Smith report was "big-business oriented. It does not propose to re-structure the tax system by spreading the tax base. Its proposals to increase revenue from those taxes that are generally considered regressive is completely unacceptable to the trade union movement," he said. The new tax structure should be based on the ability to pay.

The speaker criticized the recently published McGillivray Report on workmen's compensation as "a disappointing document." He said that none of the increases recommended were adequate, and the ceiling of $7,000 recommended in the report was "much too low and completely unrealistic....

"Federal civil servants have been given the right to bargain collectively and they have affiliated with our Congress. We welcome them and hope they will add their voice and their knowledge to our deliberations. We can only hope that the provincial government has seen the handwriting on the wall and will grant provincial civil servants the same right . . . ," Mr. Archer said.

DONALD MacDONALD

Government intervention to salvage Dosco's Sydney plant will not end cold-blooded decisions by other corporations to close down plants elsewhere, said Donald MacDonald, CLC acting president, who was one of the principal speakers. "Giant corporations feel absolutely free and justified" in doing such things.

"It would be hard to find a better illustration of the dictum that a corporation has no soul," Mr. MacDonald said. "If it doesn't pay, shut it down, cut your losses, and damn the consequences to the human beings and communities affected." This seemed to be the philosophy of corporations, he suggested.

Mr. MacDonald said that such "immoral actions" would end only when Canada has developed a different set of social goals for its economic activities. "Unless we have them," he said, "we're going to have Dosco, in one form or another, repeated time and time again."

Turning to labour's own problems, Mr. MacDonald said that labour was engaged in a struggle to resist legislation to curb the activities of the unions. "Injunctions and compulsory arbitration are both manifestations of the wish to hamstring organized labour, to hinder the right of picketing, to interpose a third-party decision in place of an agreement freely arrived at by the parties themselves, and to reduce and inhibit the area of freedom of action between employers and the trade unions of their employees."

Labour, he said, was fighting also against a wage-price guideline policy that would become a form of wage freeze. In his opinion, the Government had chosen the risk of unemployment in preference to the risk of some inflation. And as usual, he said, the worker is to be the whipping boy for the sins of a badly run economy fundamentally immoral in its objective.

He told delegates that the Congress would welcome an incomes policy that was based on a concept of social justice, and not on the preservation of the right of the wealthy to add to their wealth.

He called for a policy that would challenge poverty, bring about more equitable distribution of income and make expanding technology an instrument toward the goal of a better society. No incomes policy that does less than that would be satisfactory to the trade union movement, he said.

Closing of Dosco Plant

Drawing on the experience from the closing of the Dominion Steel and Coal Corporation plant in Sydney, the Ontario Federation of Labour called for legislation that would prevent the shutdown of an industry without adequate notice to the community. The resolution also asked for provincial legislation to make a company socially responsible for the disruption caused by a plant's closing.

Delegates asked the federal Government to join Nova Scotia in accepting responsibility for continuing the operation of the Sydney steel plant.

Eamon Park, assistant Canadian director of the United Steelworkers of America, said that the shutdown of Dosco's Sydney plant and its impact on Nova Scotia was a greater threat to Confederation than separatism in Quebec. "This kind of conduct which destroys an industry can destroy this country," he said.

Mr. Park believed that the cost of unemployment insurance and welfare and the ensuing social dislocation would more then outweigh the cost to the public of maintaining the steel mill. "There is every reason to believe that as a public enterprise, the mill could be operated without a loss," he said. "It might be more difficult to operate it as a private enterprise that is looking for a 12-per-cent return on its money."

Murray Cotterill, public relations director for the USWA in Canada, said Dosco over the years had withdrawn all of its profitable lines from Sydney. He said that unions could no longer be contented with negotiating only for wages, hours and working conditions, but that they must also be concerned with the future of the plants.

A resolution by Steelworkers Local 2251 in Sault Ste. Marie said that a provincial minister of northern affairs should be appointed.

Local president John Ferris said that Northern Ontario had cities, such as Sault Ste. Marie, Timmins, and Sudbury, that were so dependent on single industries that they might easily face the same crisis as that at Sydney. "At the Soo's steel plant we had a layoff in August. There was no other business where the men could get jobs."

The delegates demanded from the provincial and federal Governments, a charter of labour's rights, consisting of:

- the unfettered right to peaceful assembly and the right to strike and to picket to protect the jobs of striking workers;
- the right to consult and negotiate with management through trade unions on all matters arising out of technological changes before such changes are introduced;
- the right to strike during the term of a collective agreement if bargaining cannot resolve matters in dispute that are not covered by the agreement;
- the right to take all measures, including strike action, to protect the safety and health of workers on the job;
- the right to share with management in the planning of production and the right to share fully in the benefits derived from technological changes, rationalization of production and automation.

A resolution was passed calling for abolition of the practice of granting injunctions and for outlawing of the employment of outside strikebreakers in labour disputes. The resolution asked also that sections of the Criminal Code dealing with picketing be brought up to date "to meet the needs of the 20th Century."

The OFL executive was instructed to lobby MPs on the injunction issue, and to organize a plan of action after the Rand Commission made its report on the province's labour laws.

Two Toronto plumbers, Dave Clark and Jack Quinlan, said that the resolution was "watered-down," and that the only answer to injunctions was civil disobedience and defiance of the law. William Mulders, president of the Peterborough and District Labour Council, agreed that civil disobedience was the only answer to the injunction issue. He was one of 25 trade unionists sentenced to jail last year for a demonstration in Peterborough.

Delegates endorsed a strike by California grape growers, and asked trade unionists to refuse to purchase or handle grapes imported into Canada by the Giumarra Corporation.

The OFL will ask the federal Government to pass legislation forcing American companies to pay wages equal to those in the United States.

The resolution requesting wage parity came from the St. Thomas and District Labour Council.

About 460 members of Local 4906, United Steelworkers of America, had been on strike since June 22 at Canadian Timken Ltd., St. Thomas, a subsidiary of the Timken Roller Bearing Co., in Canton, Ohio. The base labour rates of $1.76 an hour for male and $1.45 an hour for female employees at St. Thomas are lower than those payable under the federal retraining program, a spokesman for the union said, and there was a wage and fringe-benefit difference of $1.25 an hour between the Canadian workers and their U.S. counterparts.

The OFL called for $2-an-hour minimum wage that would increase with the cost-of-living index.

Stanley Rouse of the International Association of Machinists in Peterborough said that the gap between wages paid to organized workers and those paid to the unorganized was becoming wider each year, and that it represented a danger to unions. He believed that the union wage was an inducement for persons at the $1 minimum to act as strikebreakers. "We must launch a major campaign to increase the minimum wage, not only because of the danger it poses to organized workers but because of the hardship it inflicts on the unorganized."

Lorne Ingle, counsel for the United Steelworkers of America, told delegates that Ontario's Hours of Work Act was a piece of useless and almost meaningless legislation. He was responding to a statement made by George Ingham, a steward at the International Nickel Co. of Canada and Secretary of the Sudbury Labour Council, that employees at Inco were working up to 96 hours a week and during their vacations. Mr. Ingle said that Inco was working employees in excess of the 48 hours a week maximum prescribed under legislation, but added that employers can "almost willy-nilly get permits to exceed the maximum."

There are no teeth in the legislation to insure that standards are enforced, he said, and those who suffer most are unorganized workers who have no union protection. He also said that there was no provision for reinstatement of employees dismissed for refusing to work past the maximum time required by law.

Larry Sefton, District 6 Director of the Steelworkers, said that the legislation was an utter disgrace when any employer could get a permit to exceed the maximum hours. Unions must campaign to have the Government police the Act and withhold concessions to employers unless there was an emergency, he said.

The OFL criticized the recommendations of a Royal Commission on the Workmen's Compensation Act, calling them bankrupt of any new or imaginative proach to the problems of workme compensation. The Federation said t the major recommendations of the rep by Mr. Justice George A. McGilliv were regressive and must not be permit to become law.

Some idea of the closed mind of commissioner was reflected in his attitu to the question of safety and accident p vention when he refused to discuss matter of a central safety agency, statement said, even though there wa great deal of evidence relating to defici cies and overlapping in the present syst It said that the commissioner seemed m concerned with not offending employ than with the problems of workers.

Michael Fenwick, an OFL vice-pr dent, accused Manpower Minister M chand of scuttling adult job retraining Canada. Mr. Fenwick said the whole p gram of adult education and retrain was going down the drain because of restrictions placed on the unemployed w wanted to upgrade themselves.

He told the convention that manpo training had been a victim of the Gove ment's program to cut expenditures. (T former federal-provincial training p gram agreements were replaced on Apr by the Adult Occupational Training A The federation official, who is a membe the Metropolitan Toronto Advisory Co mittee on Manpower Training, said re rals by the Manpower Department training had dropped from 2,000 a mo last April to 500 in September.

Mr. Fenwick said union officers w told by Manpower Department offic that, under the new Act, no retrain would be paid for by the Government unemployed persons who could find a in their trade in another community.

There were 98 resolutions in the reso tions book covering such matters as prenticeship, education, fair wages, ho of work, human rights, injunctions, lab legislation, the Municipal Act, pensio political action, pollution, safety, une ployment insurance, and welfare. Th were special resolutions on Viet Nam junctions, the Dosco situation in Sydn and the strike of the United Farm Work against the Giumarra Corporation in C fornia. Special policy statements on ho ing, taxation and workmen's compen tion were submitted by the execut board and adopted by the convention.

A special report on the building proj "A Home for Ontario Labour" presented to the delegates. The Onta Federation of Labour's new cen costing $3,000,000, is expected to o on May 1, 1968. It will have 100,0 square feet of office space, a 500-s auditorium, board rooms, cafeteria, search centre, library and parking for autos on the three-acre site. A propo

increase the per capita tax to 3 cents help finance the centre was defeated.

Larry Sheffe, a delegate of the United uto Workers, proposed that the OFL onvention be held every two years, stead of every year. Dissenting delegates rgued that an annual convention allowed he OFL to handle current issues and ave valuable publicity to the labour ovement. The majority of the delegates greed with the two-year proposal. A anding count showed 465 in favour and 08 against, only 60.1 per cent in favour. he OFL constitution requires a two-irds majority on such a change, and e motion was lost.

In other major decisions, the con-ention:

• agreed in principle to recommenda-ons made by the "Carter Commission on Taxation," and opposed many of the Smith Report recommendations;

• urged more financial support for the Labour College;

• urged more financial aid for education;

• asked that more information about the labour movement be made available in the primary and secondary schools;

• urged that basic income tax exemptions be raised to $2,000 for single persons and $4,000 for married persons;

• urged a number of amendments to the Labour Relations Act, such as having the Labour Relations Board assume responsibility for pressing charges against employers who violate the Labour Relations Act; and urged that a sufficient number of competent arbitrators be made available;

• urged repeal of legislation providing for compulsory arbitration of hospital disputes;

• proposed that the federation establish a standing committee on pollution to study the problem, and that pollution legislation be strengthened and enforced;

• asked that the trade of retail meat cutter be added to the list of qualified trades;

• cautioned about the raiding tactics of the CNTU;

• asked for legislation providing for a 40-hour week, with time and a half for overtime, two weeks' vacation with pay after one year of service, and pay for eight statutory holidays.

Conference on Housing

At a pre-convention conference on the Housing Question" held on November , a paper was presented by Harold stroff, Executive Vice-President, United lousing Foundation in New York, in hich he suggested that organized labour se workers' funds to build houses for orking people. He urged the unions to ek control over pension funds rather an turning them over to banks or trust mpanies to administer. In this way the nds could be used to help workers hile they were still young enough to joy them.

"What better way than to create uses?" he said. "With current interest tes on mortgages at 8¼ per cent in anada, it is important for you to control ur own money."

He said that each 1 per cent of interest aid on a mortgage represents about 2.50 a room a month in carrying charges rent. "It is highly possible to build using that the working people can afford. his makes it imperative that you find ays to use your own funds to create using within the means of average orking people."

Mr. Ostroff said that since his co-erative was organized in 1951, it had ilt seven co-operative housing projects accommodate 50,000 families, at vings of 20 to 50 per cent compared ith rates for similar private housing. wo other projects under construction ll provide units for 21,375 families. The rgest of these, Co-op City, will house ,375 families and will cost about $300 illion.

Mr. Ostroff said that the investment the International Ladies' Garment Workers' Union in co-operatives totalled $32 million.

OFL President David Archer said that the Home Ownership Made Easy scheme was an outmoded concept of ownership for persons in the $10,000-a-year category, instead of being designed to provide homes for the 80 per cent of the population earning less than $8,000 a year, and that particular emphasis should be placed on serving the needs of the large segment of socially disadvantaged persons who earned $4,000 a year or less.

Toronto is hardest hit in the province-wide shortage, he said. Rising land values and fewer housing starts have now pushed the cost of a new home in Metro to about $30,000, putting it out of reach of nine out of ten home-owners.

Mr. Archer said that the unions should take a look at the example of unions in Sweden, where a substantial amount of all housing is built by a co-operative organization headed by the Swedish building trades union.

He said that land speculation made it impossible for the working man to buy a home, and he called for nationalization of land to solve the problem. Conversely, Canadians living in urban areas, he said, should reconcile themselves to renting a house or an apartment. "We must have houses to rent at reasonable rates, even if these rates have to be subsidized." Unions must condition their members to the fact that renting does not mean failure, and that a state-owned subsidized rental project is a perfectly proper address.

"After all, the people who live in these projects are average citizens and union members who earn up to $6,000 a year, which is higher than the average wage recorded by DBS."

John Whitehouse, Education Director of the Textile Workers Union of America, told delegates that Canada had never had a housing policy, and that Canada stood twelfth in the ratio of housing starts to population growth.

The federal Government's scheme to offer 75 per cent of the funds needed for housing developments was fruitless, he said, if the provinces could not meet the remaining 25 per cent cost, or if the municipalities could not afford the costs of roads and other services.

He said he was shocked to read a statement by Labour Minister John R. Nicholson that housing, like any commodity, was subject to economic law and that Canada was facing only a temporary setback in housing.

"It's not a temporary setback but a permanent and growing crisis. What are the economic laws that forced an increase to 8¼ per cent in the rates for NHA loans?"

Mr. Whitehouse said that the difference between labour's philosophy and that of Mr. Nicholson is that labour believes that shelter is a fundamental need. If it is necessary to provide housing, he said, funds should be made available at interest of 3 per cent or less.

Donald MacDonald, acting president of the Canadian Labour Congress, told delegates that the Government had poured thousands of dollars into housing, "but it has been housing for those who were . . . capable of obtaining it through

their own resources." He called the National Housing Act and its administrator, Central Mortgage and Housing Corporation, a "kind of socialism for the well-to-do."

Mr. MacDonald said that a national conference on housing proposed by the Prime Minister was long overdue. "It is a pitiful and tragic fact that the least adequately sheltered, those who can least afford good housing, have been left outside the framework of the housing legislation."

In a policy statement on housing and urban development, the Federation advocated that all three levels of Government meet to design a co-ordinated program to provide for the immediate and long-range housing needs of the people of Ontario.

The brief stated that the Federation was gravely concerned about the continuing lack of homes for working people at costs and rents they could afford. It also asked that particular emphasis be placed on the requirements of low-income and fixed-income groups.

The report urged:

- establishment at the federal and provincial government levels of a full-time ministry of urban development and housing;
- permanent machinery for joint consultation and co-operative action between these ministries and municipal housing authorities;
- provincial massive land-assembly programs with 100 per cent of the funds being made available under the National Housing Act;
- priority concern by all levels Government for the housing of fami earning less than $6,000 a year, with substantial portion of federal mortg funds directed to public housing;
- establishment of co-operative hous projects, which would be given the sa priority as public housing and hous for senior citizens;
- removal of land speculation and hi interest rates as an obstruction to pub housing requirements;
- spending of public housing mon on housing for rent rather than for sa and
- provision by the provincial Gove ment of training courses in urban develo ment and public housing for perso holding municipal office.

10 Years of Service to the Labour Movement

The 10th convention of the Quebec Federation of Labour (CLC) provided the opportunity to emphasize 10 years of progress and organization on the part of the Federation, and to assess labour's activities leading to decisions aimed at promoting the organization of the two thirds of the work force still outside the labour movement, QFL President Louis Laberge told the 1,000 delegates.

Emphasis should be placed on recruiting the underprivileged in order to avoid the creation, parallel to the traditional labour movement, of a trade unionism of the poor, which could become a rival rather than an ally in the defence of the individual's human rights, Mr. Laberge stated.

"In my opinion, trade unionism is fast becoming, if it has not already become, the expression of institutional selfishness and a rallying point for the individual selfishness of far too many organized workers.

"For some time now," he went on,

Louis Laberge

"the selfishness of labour institutions a workers has given us the distress spectacle of workers who publicly er each other, who callously fight over public budget pie.... All this tir poverty is on our doorstep, and we little, if anything, to fight against it. our frenetic appetite for gains, we f to take into consideration the great ma poor people who have no voice and structures for representation." Mr. L berge agreed that there was no rea made formula or solution, but he urg the delegates to give this matter so thought.

The speaker then went on to say th the head of a family with an income barely $3,000 was not far out of t quagmire of poverty. Moreover, he co tinued, recent demands have proved th there is too wide a wage gap betwe low-paid and high-paid trade unionis This situation hindered the pursuit of

quitable distribution of wealth, the first bjective of unions.

It was Mr. Laberge's opinion that the tuation was far from becoming clarified; e even foresaw that the year 1968 could e a "test of strength" between unions nd the public services, a test that could rce government to adopt legislation estricting the rights of labour. Several greements were to be signed or renewed 1968. This situation reminded him of he necessity for unity among trade nions and made him wish for the advent f true unity.

Mr. Laberge encouraged the convention press for a minimum wage of $1.75 an our, or $70 a week. This step, he added, ould be completed "by improvement of ur social security system in such a way s to guarantee for all citizens the right to decent standard of living, health, educa-on, housing, justice, leisure and full evelopment of their personality." The ery concept of guaranteed income should e at the root of any serious attempt to ealize equitable distribution of wealth, he QFL President said.

illiam Dodge

Since the study of the structure of the FL and its relations with the Canadian abour Congress appeared in the agenda f the convention, William Dodge, Exec-tive Vice-President of the CLC, took the pportunity to explain the difference etween the federal Government, which the product, he said, of the voluntary nion of the provinces, and the CLC, hich is a union of large national and ternational central labour congresses.

As its annual conventions over the ears, the CLC had delegated certain owers to provincial federations, so that ey could act as instruments to carry out e policies of the CLC at the provincial vel, as was the case with labour councils the municipal level. Mr. Dodge asked e delegates never to forget this difference the course of their discussions.

After having established his personal osition on the relations of Quebec with e federal Government, Mr. Dodge ferred once more to the union problems, nd he suggested that the jurisdiction of e QFL be improved by increasing the scretionary powers of the CLC which, cording to the circumstances, would legate the necessary administrative owers to each of the provincial federa-ons to enable them to fully play their le.

uebec Teachers' President

G. R. Laliberté, President of the Quebec achers' Federation, said he was pleased at his organization, for the first time, as represented at the QFL convention. commented on the QFL President's invitation to form a united front in the public service bargaining process, declaring that it revealed the degree of maturity reached by both organizations.

Having noted a few of the characteristics of the QFL, Mr. Laliberté pointed out the extent to which the structures and aims of his organization were similar in some respects and different in others, as regards the aim of ensuring the proficiency of teachers and the protection of students. He agreed that, on the basic principles of trade unionism itself, however, nothing separated both himself and his group from the two major central labour congresses in Quebec. A practical reason forced them to remain as they are and not become directly affiliated to either central labour congress, because any official affiliation project would bring about division within the Teachers' Federation itself.

Mr. Laliberté thought that his organization had a better chance of reaching its goal by providing its own services, even if it had to co-operate and become integrated in order to constitute a real force in the defence of certain political, economic and social measures. He agreed that unions could not avoid getting involved in the political field. In short, although each group went its own way by its own means, it was still possible to work in close co-operation on specific matters and for particular periods of time.

Several guests spoke to the delegates, urging them to work for peace in industry, as did the Quebec Minister of Labour, Hon. Maurice Bellemare, and encouraging them in their efforts to help the workers and their families, especially the poorer workers.

Annual Report

The report of the General Council of the QFL is a summary of the activities of the president, the secretary, and of all the committees established by the Federation. The acceptance of the report by the delegates was approval of the work of the QFL during the past 22 months. Some 300 resolutions were submitted by affiliated locals. The resolutions dealt with the development of natural resources, trade, public services, transportation and roads. One group of resolutions, which in a way constitutes a social policy of the QFL, dealt more closely with the union members and their families. These resolutions were concerned with human rights, family, education, housing, leisure, social services, justice and public protection.

Other groups of resolutions were related to labour legislation on matters such as unemployment, industrial safety, vocational training and the pension fund.

The report of the political action committee discussed the various measures to be secured from all levels of government, and especially the effort made by some leaders to obtain from all the delegates and members of their respective unions the mass adherence to a political party reflecting the views of the workers and strongly influenced by them.

The idea of grouping labour forces in a kind of Canadian labour party was not rejected by the delegates who, on the contrary, thought that this action was necessary and urgent for unions. To ensure the success of such an undertaking, the need for political education of union members was readily agreed upon.

Delegates believed that political education based on the need of the workers and the community at the local level would facilitate much more responsible action, and authorize the union leaders at the provincial or national level to speak with more authority and to exercise pressures at the right moment in favour of policies known and accepted in advance by the unions.

Although anticipating the success of well-organized political education, the leaders of the Quebec Federation of Labour would continue to prepare an annual brief to the Quebec Government by selecting some of the more urgent resolutions of the convention.

This year, the attention of the Government would thus be drawn to economic planning with a view to full employment. The leaders would emphasize the needs of the workers for efficient retraining of manpower and, for several reasons, would insist that the minimum wage in the province be increased to $1.75 an hour with a normal 40-hour workweek throughout the province. Moreover, the QFL, basing its request on recent research work on taxation (Bélanger Commission), would ask that persons whose income was less than $3,640 be exempted from taxation, because this level was now recognized as the absolute minimum.

At the same time, the Federation would draw the attention of the Government to the problems of housing, industrial accidents, highway safety and other questions related to the general public interest. After proposing some minor corrections, the delegates approved the legislative brief in draft form to be submitted to the Quebec Government.

Two other briefs in draft form, on social security and freedom of association, were also discussed that they may be submitted later to the provincial authorities.

In brief, the 10th convention of the QFL gave the affiliated unions an opportunity to review the operations of their central labour congress, and helped to set out new objectives in connection with the recruiting of members, their education, and their protection.

The 15th Annual P.A.T. Conference

A. O. Ackroyd, Q. C.

Two sessions of the 15th annual fall conference of the Personnel Association of Toronto, held in Toronto on November 16, were devoted to labour questions. At one of these sessions, A. O. Ackroyd, Q.C., of the firm of Liden, Ackroyd, Bradley & Associates, Edmonton, spoke on "Labour Relations — Immediate Problems."

The other speaker was Philip Cutler of the Montreal firm of Cutler, Lamer, Bellemare, Robert, Desaulniers, Proulx and Sylvestre. Only one of these addresses was available for summarizing. The speaker at the other session was Dr. A. M. Kruger, Associate Professor of the Department of Political Economy of the University of Toronto, who spoke on "The Parity Issue."

We must find a cure for "the 1966 hangover," we must change "a system of bargaining by blackmail" to a method of collective bargaining that recognizes proper guidelines and ways of setting wages, and we must "find an answer to group or mass defiance of our labour laws," A. O. Ackroyd, Q.C., told the delegates in his address on "Labour Relations — Immediate Problems." He called these the three most important and immediate problems to be dealt with in the field of labour relations.

Speaking from the management point of view, he explained what he meant by "the 1966 hangover." Among the ingredients put into "punch bowl 66," he said, were: a wage increase of 30 per cent given to construction workers at Expo 67; an increase of 30 per cent squeezed by the longshoremen from the Shipping Federation of Canada, "with the aid of the Prime Minister as an intervener," in a two-year contract; and another 30 per cent "thrown into the pot" by the Seaway Authority for the Seaway workers in a two-year contract, "with the encouragement of another federal Government mediator."

The Air Canada Sales Employees Association had "barely missed being invited to the party" by having settled too soon, but the Canadian Brotherhood of Railway, Transport and General Workers had "crashed the party" along with the other non-operating railway unions and had "contributed to the richness of the mixture" with wage demands ranging from 55 cents to $1.32 an hour.

Mr. Ackroyd pointed out that up to this point "most of the participants . . . were industries, of some form or another, who could call upon Government subsidy in time of need."

Among units of employees of private industry that had "joined the happy throngs," the speaker mentioned 17,000 employees of the Steel Company of Canada's Hamilton Works, who had

Dr. A. M. Kruger

demanded a wage-and-benefit packag amounting to 90 cents an hour; an 16,000 workers employed by the Inte national Nickel Company in Sudbury wh "went for a $1.20-per-hour increase."

Thereafter, enforced by strikes or threa of strike, settlements had been made b "almost every major private and publ industrial and transportation enterpri in Canada . . . under the imposing shado of 30- to 35-per-cent increases recon mended and ratified by representati agencies of the federal Government."

The speaker mentioned finally the eme gency *ad hoc* legislation by which th

ilway workers had been sent back to ork, making "the party complete."

The effect of these "largest packages of ages and fringe benefits of our time" had en carried over into 1967, in which ar most of the main settlements made 1966 had provided for increases of 10 r cent or more. This offered a target for bour negotiators in 1967, and the result d been that settlements in that year d averaged about 10 per cent.

Mr. Ackroyd pointed out that, during is time, little or no effort had been made written submissions to conciliation mmissioners or boards to justify or ve any reasonable ground for wage mands "within the framework of known lary or wage determinants."

Looking forward to 1968, he referred suggestions made by the Minister of nance about the usefulness of guidelines help the parties to avoid contributing the "inflationary spiral," and about n austerity program" by the various vels of government and the possibility "cutbacks" in government spending. ie Minister had also spoken of an crease in personal income tax.

The speaker said that he hoped the neral cutting down on costly non-oductive spending that the Minister of nance seemed to suggest would include urther delays in the implementation of ch costly non-productive programs as edicare, to name only one."

With regard to the outlook for 1968, r. Ackroyd said that what he called Pavlovian syndrome" seemed to have nerged from the collective bargaining lationship. "At any time between 30 d 60 days prior to the expiration of a llective agreement, somebody rings a ll, and one party puts a hand out and e other party fills it with almost every-ing that is asked for."

Both parties should consider settle-ents in 1968 in the light of the economic oblems facing the country at the na-nal, provincial and local level. The eaker suggested that management should ll the representatives of the employees gether "at a pre-negotiation conference order to explore areas of settlement at might be deemed positive and pro-ctive." He said that he regarded "costly ditions to items that I shall call fringe nefits" as wasteful, non-productive ending.

Settlements should concentrate on put-g the necessary money into the em-oyee's pocket, where it would "in turn productive," the speaker suggested. ow much money should be put into e employee's pocket was one of the mmediate and present problems in la-ur relations."

As examples of what he meant by lackmail bargaining," he mentioned:

- a strike by construction workers at Expo at a time when the project was "rumoured to be behind schedule and where the prospects of a long work stoppage would be more embarrassing to the Canadian people and the City of Montreal than it possibly could be to the employers or contractors involved;
- irresponsible demands by longshoremen and Seaway workers at a time when delay in delivery of Canadian products to foreign markets might cause embarrassment to producers and to the Government; and
- an illegal strike by transit workers in Montreal four days before they had the legal right to strike "at a time when Expo was searching for the magic 50-million number" to be reached.

This type of so-called collective bargaining did away with the making of a wage settlement "on any rational or economic grounds." It even eliminated "the old-fashioned standard of establishing wage rates based upon a counterbalance of economic strength as between the parties." Here "the innocent general public, or the consumer, is brought into the dispute as a pawn."

Disputes that lent themselves to government intervention "tend to be settled at any price, due to the considerable pressure put on government by an unhappy and distraught public."

This kind of collective bargaining, Mr. Ackroyd said, would have far-reaching consequences unless strong measures were taken by employers, unions and governments to resist it. The insidious thing about "this type of conspiracy" was that the union knew that, by exerting economic pressure on society or the community, it would in turn probably bring about some form of government intervention. The employer also knew that he would be rescued by government intervention. "Unfortunately, too often the government has intervened and has made settlements which can only be described as politically expedient."

Why had the Government or the Economic Council of Canada not come forward with guidelines based on "their knowledge of the economic health of this country, at least to the extent that guidelines could be available to the Government when it is required to intervene to settle disputes of national importance," Mr. Ackroyd asked. And he added that "the hangover of 66" was largely due to the absence of guidelines.

"Certainly the Government and its agencies should have by this time established the weight and importance to be given to the growth in the gross national product when arriving at what might be deemed to be a necessary wage settlement."

How long had it been, the speaker asked, since labour had presented a case based on recognized ways of determinin wages such as: comparing the wages in question with those of a similar group giving a similar service to society; or taking into account changes in the cost of living, the ability of an employer to pay, or the general pattern of wage and salary increases in the community; or by reference to the growth of the gross national, provincial or local product.

Although some of the wage settlements reached in the United States "were regarded as shocking" in that country in comparison with the guidelines set there, in Canada they would have been regarded as on the low side. Furthermore, some settlements in leading industries in the United States, including steel and automobiles, in 1966 fell within the scope of the guidelines.

The problem, Mr. Ackroyd said, was the lack of any guidelines and the absence of any prospect that "a proper agency of the federal Government will have the courage to publish such guidelines, the results of which might be sufficient at least to cause a restraint to be exercised by Government-appointed mediators and interveners in disputes of national importance."

Finally, the speaker had something to say about "mass defiance of our labour laws." He remarked that, "Organized employees, when brought together as a group, seem to be motivated by an underlying philosophy that anything done in the name of unionism or in the interests of furthering the objectives of organized labour is beyond the law."

It was a matter of serious concern that "mass insurrections" could occur in spite of the efforts of responsible union and management leaders. The law at present seemed to be unable "to deal with the problem of enforcing responsibility in the field of labour relations."

Mr. Ackroyd asserted that there was "nothing wrong with the remedy of the injunction, other than its limitations as an enforceable remedy when applied to groups numbering in the thousands. What must be brought home is the lesson that a lawful responsibility rests with the group as a whole, and with each individual component of the group, if the rights of free association and collective bargaining are to be enjoyed in our society."

THE PARITY ISSUE

When economists talk about tying wages to productivity, they mean the average level of productivity in the society, not productivity in a given section of that society, Dr. A. M. Kruger, Associate Professor in the Department of Political Economy of the University of Toronto, said in his address on "The Parity Issue."

The speaker pointed out the absurdity

of arguing that, because in a certain steel mill in Pakistan productivity might, for all he knew, be as high as in a certain steel mill in Pittsburgh, therefore the wage rate in the Pakistan mill should be as high as that in the Pittsburgh mill.

Coming nearer home, he said that, even if you could show that the Canadian steel industry was more productive than the American one, "this would not necessarily be a justification for parity of wage rates with the American steel industry."

In general, Canadian workers earned less than Americans, and this was the relevant criterion in the labour market, he said. It would not even be valid to argue that, if output in Canada rose by 2 per cent or 4 per cent a year, therefore wages should rise by 2 or 4 per cent a year. This would not be true because it would be based on the supposition that the relative shares of production going to labour, capital and land should remain frozen, as though there were something inevitable about the existing distribution of income.

The case of the Canadian automobile industry, the speaker said, was "a very special one." Under the trade agreement signed a couple of years ago, the automobile industry was handed "$50,000,000 a year in tariff rebates, plus the opportunity to cut costs by rationalizing output by shifting production from one plant to another across the international boundary."

What happened was that a union had seen "a pot" handed over to an industry, and had said, "We want our share of it." The union had been set on getting a good chunk of the gain as the price of its continued co-operation in promoting the trade pact plan. Consequently, part of the pressure for parity in this particular case arose from the fact that a windfall had occurred, and there was no inherent justice in management's keeping all of that windfall.

As a consumer, Dr. Kruger said, he "would have loved to see some of it come my way." But in spite of all the nice things the Government had said, there was no real pressure for any of th windfall to be passed on to the consume

He thought that the American au workers were happy about parity wi their Canadian counterparts because th regarded it as "a job protection scheme although he thought that this would ha been more valid if it had been appli to the agricultural implement indust rather than to the auto industry. He d not think the American auto workers we really "terribly worried about their jobs What he regarded as more importa than wage parity in this case was "th bargaining took place in Detroit, an from the point of view of the compan whatever they gave in Canada was ve cheap in terms of North American costs Giving parity in Canada was "a chea way of buying peace in the States," and this became prevalent, it might rai serious questions about "the locus bargaining being in the United States."

Referring more generally to the questio of inflation, Dr. Kruger said all t evidence showed that inflationary pressu was stronger in Canada than in t United States. Our wages had been risin faster, our productivity had been risin more slowly, and there would be pressu on the exchange rate. He did not arg that the Government would devalue t currency. In fact he thought that it w going to be under heavy pressure not devalue, and that even now it was "flou dering" about looking for a way to avo devaluation.

Dr. Kruger had nothing to say in favo of guidelines as a way of restrainin increases in wages and prices. He calle guidelines "the jawbone attack," and said that he could find no case in whic that attack had worked. The American had dropped it, and the British ha moved from the jawbone attack to actu control of wages and prices. Mr. Shar the Minister of Finance, was movin into an area in which he was going to very uncomfortable, because he was eith going to have to drop the idea of guid lines or else to carry it "all the way."

The speaker said that guidelines were device by which governments tried t evade their responsibilities — "an attemp to talk your way out of an uncomfortab situation" and to lay the responsibility o labour and management.

Although Dr. Kruger was worried abou inflation, he said he was also worrie about preserving the kind of economi system we had. It was management function to get as much out of the syste as they could. It was also true that unio leaders were supposed to get the highe increases in wages that they could. Th system, with all its defects, had "produce a reasonably healthy standard of livin in this country."

Employment and Unemployment In November

Employment declined by 28,000 to 7,409,000 between October and November 1967, but was 219,000 higher than a year ago.

The labour force, at 7,698,000, was 7,000 lower than in October, and 270,000, or 3.6 per cent, higher than a year earlier.

Unemployment increased by an estimated 35,000 during the month from 254,000 in October to 289,000 in November, and was 51,000 higher than in November 1966.

Unemployment in November represented 3.8 per cent of the labour force, compared with 3.2 per cent in November 1966, and 3.1 per cent in November 1965.

Employment

Employment, at 7,409,000, decreased by 28,000 between October and November.

The increase of 219,000 from November 1966 was shared by all regions, with the largest percentage gain, 7.4 per cent, occurring in British Columbia.

Non-farm employment showed an above-average increase, rising by 40,000 between October and November, after an abnormal decline in the previous month. This increase was concentrated in community, business and personal service and trade. Manufacturing employment strengthened during the month, owing in part to the recall of workers in the automotive industry after a strike settlement in the United States.

Employment was much higher than a year ago in community, business and personal service (141,000), manufacturing employment was 38,000 lower, and farm employment was up 53,000.

Unemployment

Unemployment, at 289,000, was 35,000 higher than in October 1967, and 51,000 higher than in November 1966. Of the 289,000 unemployed, 228,000, or about 80 per cent of the total, had been out of work for less than four months. Of the remainder, 33,000 had been unemployed from four to six months, and 28,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Claimants at End of September Decrease From August Total

Claimants for unemployment insurance enefit numbered 210,900 on September , a decrease of 16,200 from the 227,100 August 31, but an increase of 46,000 er the 164,900 recorded one year ago. lthough males accounted for 70 per cent the 16,200 decrease from August 31, ey comprised 60 per cent of the 46,000 crease since September 30, 1966. This tter proportion (60 per cent) approxiates the proportion of male claimants each of the three dates under conderation.

Although the month-over-month deease was 16,200, or 7 per cent, the crease for the same intervals in 1966 as 22,300, or 12 per cent, of which more an 80 per cent was accounted for by ales.

Almost 50 per cent of the 123,300 male aimants recorded on September 29 were the category of one to four weeks on aim as against 35 per cent of the males. Fewer than 30 per cent of the ales, as against 40 per cent of the males, had been on continuous claim ore than 13 weeks.

itial and Renewal Claims

A total of 82,700 initial and renewal aims were filed in local offices across anada in September, in comparison with ,000 in September 1966. The August tal was 92,500. Almost 95 per cent of e claims filed in September were made persons separated from employment ring the month.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 160,100 for September, compared with 138,200 for August and 128,200 for September 1966. Benefit payments during September amounted to $15.8 million versus $16.8 million in August and $12.3 million one year ago. The average weekly payment was $24.62 in September, $24.38 in August and $23.93 in September 1966.

Provincial Data

All provinces shared in the August 31 to September 29 decline in the claimant count. The largest percentage declines occurred in Nova Scotia and Prince Edward Island, 14 and 12 per cent; Ontario and Alberta each showed 10 per cent. Compared with the previous year, all provinces except Nova Scotia and New Brunswick reported higher claimant totals. More than 90 per cent of the total increase occurred in Ontario and Quebec.

Although males represented almost 60 per cent of the overall claimant count at September 29, they accounted for only 45 per cent in the Prairie Provinces. In this area, the proportion of male claimants tends to be consistently lower than that for Canada during the summer months.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	Sept. 1967	Aug. 1967	Sept. 1966	Cumulative data: January to September	Cumulative data: 12 months ending September
		(in thousands)			
sured population as at month-end	—	4,832	4,535	—	—
itial and renewal claims filed					
Total	83*	93	73	1,238	1,728*
Initial	56*	64	52	910	1,279*
Renewal	26*	29	21	328	450*
aimants currently reporting to local offices	211	227	165	370†	350†
neficiaries (weekly average)	160	138	128	294†	260†
eeks compensated	641	691	513	11,426	13,438
nefit paid	$15,772	$16,849	$12,265	$290,685	$339,734
erage weekly benefit	$ 24.62	$ 24.38	$ 23.93	$ 25.44	$ 25.28

*Discrepancy between totals and sub-totals is due to rounding.
†Monthly average.

Wage Schedules Prepared In October

During October, the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 235 contracts in these categories were awarded. In addition, 227 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Agriculture, Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	2	$ 7,626.91
Defence Production	114	858,049.00
Post Office	18	269,546.00
RCMP	2	61,150.00
Transport	6	37,651.40

During October, the sum of $10,218.90 was collected from 24 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 229 workers concerned.

Labour Relations Legislation in 1967

Part III - Industrial Safety and Workmen's Compensation, and Industrial Training

This is the third of a three-part article on labour legislation introduced in Canada in 1967. Part I, dealing with labour relations, appeared in the December 1967 issue. Part II, dealing with labour standards, and human rights and anti-discrimination was published in the January issue.

CONCERN over industrial accidents and their economic and human costs has resulted in further attempts to improve legislation aimed at occupational safety and health, and compensation for accidents.

Following the enactment of the Canada Labour (Safety) Code at the end of 1966, considerable planning and other preparatory work was done in the Department with a view to having the legislation proclaimed by the end of 1967.

At the International Labour Conference last June (L. G., Sept. 1967, p. 560), a Convention on the maximum permissible weight to be carried by one worker was adopted. It requires that member states which ratify it take appropriate steps to ensure that workers assigned to manual transport of loads other than light loads receive prior training or instruction in working techniques.

No worker is to be permitted or required to carry loads likely to jeopardize his health or safety. Suitable technical devices are to be used as much as possible. The assignment of women and young workers to manual transport of loads other than light loads is to be limited, and the maximum weight is to be substantially less than that permitted for adult male workers. A recommendation complementing the Convention was also adopted.

Construction Safety

Nova Scotia passed the Construction Safety Act, the first legislation in the province aimed specifically at the safety of workmen in the construction industry.

The new Act, in force July 1, 1967, applies to all types of construction projects, including road building, pipeline construction, and wharf and tunnel making, as well as the construction of buildings, whether carried on by the Government or private employers. The only exemptions are projects under the legislation pertaining to mines, projects by an owner performing all the work for himself, and projects by a farmer doing his own agricultural construction work. Other types of construction may be exempted by regulation.

Overall responsibility for safe working conditions on a construction project falls on the "constructor" (defined as any person contracting with the owner for work on a project, including an owner who contracts with more than one person or who is answerable for all or part of the work himself). The contractor must ensure that the workplace is maintained in a safe condition for employees.

Subcontractors and all persons contracting work for them must take all reasonable safety precautions on those parts of the construction project directly under their control.

The worker on a project also has specific responsibility; he must use personal protective equipment and other safety devices provided by the contractor. To fail to do so, or wilfully to engage in unsafe work practices, are offences punishable by fines of up to $500.

The Minister of Labour is responsible for the administratio of this Act. There is to be a chief inspector having genera supervision and direction of a staff of inspectors. The inspecto are authorized to:

- enter and inspect a project, with or without technica experts;
- require the production of drawings and specifications;
- interrogate personnel on the project, and those employe there during the previous two months;
- investigate and administer oaths; and
- issue written or oral directives for remedial action withi a specified time.

In the event of a difference over the interpretation of an provision of the legislation, the constructor is to notify th chief inspector, and he may continue to operate pending decision of the chief inspector.

Regulations may be issued under the Act adopting relevan codes, respecting the safe use of machinery and equipmen and regulating other matters to ensure the safety, health an welfare of construction workers.

The employment of persons under 16 years of age o construction projects is prohibited.

Falsework

Both Ontario and Quebec issued regulations providin employees with better protection against accidents on con struction projects where complex falsework is used.

The Ontario regulations amend the regulations under th Construction Safety Act, 1961-62, to incorporate the re commendations made by the coroner's jury that investigate the deaths of nine men in the collapse of the Heron Roa Bridge at Ottawa in August, 1966. These regulations requir multitiered falsework to be designed by a professiona engineer. The drawings, showing detailed material and con struction specifications, must be signed by the engineer an kept available on the site throughout the whole period o construction. The contractor is responsible for seeing that th specifications are adhered to.

Under the Quebec Industrial and Commercial Establish ments Act, new regulations set safety standards that mus be observed during the construction of falsework that is t be used for shoring concrete formwork. The head of th establishment who erects or has erected such falsework i responsible for the application of the regulations. If one o the standards is not met, an inspector is empowered to prohibi the pouring of concrete and if need be, to issue a stop-wor order on any other work.

Before construction of falsework is begun, fully detaile drawings must be approved by a professional engineer.

The head of the firm must immediately file one copy of th approved drawing with the nearest office of the Inspectio Service of Industrial and Commercial Establishements Another copy must be kept on the construction site for th entire duration of the work.

The pouring of concrete must be authorized by an enginee whose signed and sealed statement in writing, attesting t the fact that all requirements of the approved drawing hav

een met, must be filed immediately, together with the original rawing, by the head of the firm.

Minimum safety requirements and specifications deal with rength of materials, the bearing surface, telescoping steel cks, timber or steel scaffold shoring, bracing and removing osts, and the falsework and formwork. Equivalent materials r methods are allowed, but only if the head of the establishent guarantees equivalent safety.

In projects where only uniform and horizontal slabs and eams are used, the provisions requiring approval of drawings, uthorization to pour, and filing of documents need not be llowed, provided that all minimum safety requirements are et, the inspector has been notified, and further specific nditions have been complied with.

ompressed-Air Work

In Quebec, new regulations under the Industrial and Comercial Establishments Act governing work in compressed r were issued December 1966. They reflect the influence of odern technology and the increased medical knowledge of azards involved in compressed air work.

Work periods are reduced, rest periods increased, and a ringent decompression procedure adopted. A copy of the ecompression table must be posted, both in the air lock and the controls, and a pressure gauge installed in each chamber full view of the tender.

Complete records, showing work periods under compression, e decompression times and rest periods, and noting any ill ffects, must be kept for each worker. Hot, sweet coffee must e supplied at mealtimes and rest periods.

The rules requiring duplicate systems for air supply, qualified eputy lock-tenders and a medical lock, ensure greater safety r workers in emergencies.

Medical examinations for new compressed air workers are ow more strict than formerly.

lectrical Hazards

In Alberta, the regulations governing electrical installations nd equipment in oil fields were revised to guard against the ossibility of overhead conductors on poles falling dangerously ose to hazardous locations or areas. (Last year, Quebec made egulations governing construction work in the vicinity of ectrical lines, and similar regulations to protect persons in ny kind of employment near power lines were included in e British Columbia general accident prevention regulations.)

letalliferous Mines

The Mines Regulation Act applying to all types of mines cept coal mines was enacted in British Columbia, replacing e Metalliferous Mines Regulation Act. The mines safety les, now numbering 314, have been revised and expanded.

A new class of inspectors, to be known as environmental ntrol inspectors, will have the duty of inspecting ventilation, st and noise control. As before, medical examinations are quired before employment begins, and annually thereafter, r persons working underground in mines and on the surfaces open-pit and glory-hole operations and in other dust-posure occupations such as crushing and milling plants.

These occupations are more specifically defined than before, nd other locations may be designated by the chief inspector ith the concurrence of the Workmen's Compensation Board. he mine management must have on file certificates of fitness r all persons working in dust-exposure operations. An nployee whose employment is terminated because he is ffering from a respiratory disease is entitled to at least two eeks' pay in lieu of notice, instead of one week's notice as eviously required.

A new provision on noise control requires that management ke all reasonable measures to ensure that noise levels do not exceed accepted standards. If they do exceed them, suitable protective devices have to be provided and worn by all persons working in the area. After July 1, 1968, rock-drilling machines must be equipped with a device to reduce noise to a level satisfactory to the inspector.

The minimum age for employment, both below ground and on the work face of an open-pit mine, continues to be 18—except that 17-year-olds may be employed for the purposes of training under a program approved by the chief inspector. No female may be employed underground except with the approval of the chief inspector, who is directed by the legislation not to issue such approval except in conformity with the ILO Convention concerning employment of women in underground work in mines.

Lumbering and Woodworking

During the year, the Alberta Workmen's Compensation Board issued new safety regulations for the lumbering industry and for woodworking operations. The Board has been engaged in a continuing program of revision since 1965 and has now reissued its safety regulations for most of the hazardous industries of the province.

A uniform provision setting out the authority of Board inspectors to issue an order requiring an employer or supervisor to make changes or repairs that will remove hazards to workmen is set out in all the new regulations.

Workmen's Compensation

In 1967 the Workmen's Compensation Acts of British Columbia, Manitoba, Newfoundland, Prince Edward Island and Quebec were amended, and the Workmen's Compensation Ordinances of the Yukon and Northwest Territories were replaced.

In British Columbia, the amendments made were interim amendments, pending passage of a completely revised Act in 1968.

A bill making extensive changes to embody recommendations of the Tysoe Commission of Inquiry was introduced, but not proceeded with, in order to permit full study of its provisions.

Prior to the adoption of the amending Act by the Newfoundland Legislature, a review committee, which under the terms of the Act must be set up every five years, reviewed the Act and its administration and submitted its recommendations.

As a result of one recommendation of the committee, a Royal Commission was appointed and given very wide terms of reference to study the history of mining in the St. Lawrence fluorspar mines since 1933, and to make a through investigation of claims of miners and their dependants for compensation for lung cancer or any other industrial disease arising from employment in the mines.

In four provinces, increases were provided for in the monthly pensions and allowances payable to widows and children, or in one case, to children only. An important feature was that all increases were given retroactive effect, bringing all pensions awarded in the past to the new level.

In Newfoundland, a widow's pension was increased from $75 to $100, the allowance to a dependent child under 16 from $25 to $35, and the allowance to an orphan child under 16 from $35 to $45. Another change was that the age limit to which payments may be continued, at the discretion of the Board, to permit a child to further his education, was extended from 18 to 21 years.

In Prince Edward Island, the widow's pension of $75 granted in 1966 was made applicable, from April 1, 1967, to

all widows receiving pensions of lesser amounts as of that date. Further, the allowance to a dependent child was raised from $20 to $25 a month, and payment of the increased amount was authorized, from April 1, 1967, to all children under 16 receiving compensation.

In Quebec, the widow's pension was raised from $75 to $100, the payment to a child under 18 with a parent from $25 to $35, and the allowance to an orphan child under 18 from $35 to $55. Payments to children continue as long as they attend school. Another amendment in Quebec raised the lump sum payable to a widow from $300 to $500.

In Manitoba, the former age limit of 18 for the payment of an allowance, at the Board's discretion, for educational purposes was removed, permitting payments to be continued until a child receives his first university degree or completes a course in technical training. A significant change is that a higher allowance is payable after the age of 16 — $50 a month in place of $35 — thus taking into account increased costs of maintenance and schooling.

The Newfoundland Legislature authorized payment of compensation to a common-law wife. If the workman leaves no dependent widow, the Board, at its discretion, may grant a widow's pension to a common-law wife if the workman had lived with her for seven years immediately preceding his death, or for two years if she had borne him one or more children.

The ceiling placed on annual earnings as a basis for compensation and for the purpose of assessment was raised from $6,000 to $6,600 in Manitoba and from $5,000 to $6,000 in Quebec.

Three provinces increased the minimum payment for total disability. In Newfoundland, the minimum payment for temporary total disability was raised from $15 to $25 a week, or average earnings, if less; and the minimum payment for permanent total disability was raised from $65 to $125 a month, or average earnings, if less. These increases were made applicable, from July 1, 1967, to existing as well as to future pensions.

In Quebec, the increase in the minimum for total disability, whether temporary or permanent, was from $25 to $35 a week, or average earnings, if less. The increased payment applies only in cases of accidents that occur on or after September 1.

As a means of upgrading pensions in respect of past accidents, the British Columbia Legislature increased the minimum pension for permanent total disability to $150 a month. This minimum pension was made applicable to all workmen in receipt of a permanent total disability pension on April 1, 1967. Fifty per cent of the present and future costs of the increases are to be paid from the Consolidated Revenue Fund of the province.

As in 1964, the Quebec Legislature provided for increases in the disability pensions payable in respect of past accidents.

Beginning from September 30, 1967, all permanent total and permanent partial disability awards, arising from accidents that happened between September 1, 1931, when the Act went into effect, and the end of 1965, are to be increased by a specified percentage set out in a schedule, the percentages varying with the year in which the accident occurred. In fixing these rates, which vary from a 40-per-cent increase applicable to pensions awarded by reason of accidents occurring in the early years of operation of the Act to a low of 1.1 per cent, consideration was given to the increases granted in 1964 and the variations in the cost of living since 1931.

A further change in the Quebec Act is that the provision stating that compensation for a recurring disability due to an earlier industrial accident is to be based on the workman's earnings at the time of the recurrence, if greater than his earnings at the time of the original accident, is now applicable to any aggravation occurring more than three years after the accident, instead of more than five years as before.

The Newfoundland Board was empowered to replace repair any article of a workman's clothing destroyed damaged as a result of an accident.

As a result of a change in the definition of "industri disease" in the Newfoundland Act, the Board may nc recognize as compensable, in addition to the diseases enume ated in the schedule, any disease shown to be "peculiar to characteristic of a particular industrial process, trade occupation."

Another amendment removed the requirement that a wor man whose disability or death was caused by an industri disease due to the nature of his employment must have bee engaged in the employment within the 12 months precedi his disablement.

The British Columbia Act was amended to authori payment of compensation to a workman for compressed-a illness occurring on or after January 1, 1965, if the Board satisfied that disablement or death was caused by employme in the province, notwithstanding the fact that the workma was not employed in employment in compressed air with the 12 months previous to the date of his disablement.

A very important change in Newfoundland was that dee sea fishermen were brought under the workmen's compe sation scheme from July 1, 1967. Previous to that time, th were excluded from the Act and given the nominal protecti of an earlier individual liability law enacted in 1948.

Deep-sea fishermen employed on trawlers, draggers or oth vessels of 70 tons or more gross tonnage (category "A vessels) are covered by the Act, whether remunerated wages or on a share basis. Those paid by shares are deem to be workmen within the meaning of the Act, provided th the person with whom they share the profits or earnings the vessel is deemed to be the employer. The share receiv by each member of the crew is deemed to be either his earnin or part of his earnings.

Coverage of other fishermen, those who fish in small boats a mile or so offshore, depends on the number employ and the manner of payment. Masters and crew-members vessels of 10 tons or more gross tonnage (category "B" vessel who are paid on a share basis are excluded from the Act, b may be covered on the joint application of the crew and t person deemed to be the employer (as above).

Fishermen employed in other than a category "A" vess and paid wages are covered only if at least 10 workmen a employed.

Provision is also made for the coverage, on application, an independent operator in the fishing industry, who is r munerated wholly or mainly by shares in the profits or earnin of the fishing vessel. The operator is referred to as any pers not being an employer or a workman but performing work a nature which, if he were a workman, would be within t scope of the Act.

The Newfoundland Act was amended to provide a right appeal to the Supreme Court of Newfoundland from a dec sion of the Workmen's Compensation Board involving a question: (a) as to the Board's jurisdiction; (b) of law; or (c) mixed law and fact. Such an appeal must be made with 30 days from the date of the decision appealed from.

The Board may also, of its own motion or upon the applic tion of any party, submit a stated case to the Court for a opinion upon any question of law or jurisdiction. A simil reference may be made at the request of the Lieutenan Governor in Council.

Whether in an appeal or a reference by way of stated cas proceedings are to be taken as if the Court were conductin a hearing *de novo*, unless the Court directs otherwise.

In its provision for appeals to the Court, the Newfoundlan Act is now like the Acts of New Brunswick, Nova Scotia an

Prince Edward Island, which provide for appeals, but on a more limited basis. The Acts of the other provinces do not permit any appeal to the courts.

An amendment was made to the section of the Newfoundland Act giving any employer, association, workman or dependant the right to a public hearing on any matter coming before the Board for decision. The amendment requires that the Board give notice of such hearing to all interested persons, and it states that any interested person has an absolute right to appear at a hearing and to be represented by legal counsel.

Another amendment permits the Board, in its absolute discretion, to impart information from its records or files to legal counsel representing a workman, dependant or other interested party.

The Workmen's Compensation Ordinances of the Yukon and Northwest Territories were revised, effective from April 1967, putting into effect the changes recommended by a three-man Board of Inquiry named by the Commissioners of the Territories. As re-enacted, the Ordinances are now the same, with uniform benefits for each Territory. Most benefits were increased.

Industrial Training

The federal Adult Occupational Training Act replaces the Technical and Vocational Training Assistance Act. Its purpose is to extend training services and training allowances to all persons with adult responsibilities who can benefit from training. The Minister of Immigration and Manpower said, "It is an explicit recognition of the federal responsibility for the overall performance of the economy, and the advancement of the workers on whom that performance depends."

The federal Government had previously been sharing in the provincial costs of technical and vocational training through a number of programs under the Technical and Vocational Training Assistance Act. These programs assisted the provinces with the operating and capital costs of technical and vocational training at the secondary, postsecondary and adult levels. The majority of the funds contributed to date have been used in the secondary and postsecondary areas; relatively little has been spent on training, retraining and upgrading adult workers.

The new Act is concerned with the training, retraining and upgrading of adult workers. It provides for the payment of living allowances to persons with adult responsibilities who are taking occupational training. The federal Government will pay 100 per cent of the costs of these allowances, which will be paid directly to eligible trainees. The federal Government will also pay 100 per cent of the costs of operating training courses for adults, and may also make loans to provincial governments to help with the purchase or construction of occupational training facilities. It may also make contributions to the provinces in respect of research and development programs undertaken by them.

To be eligible for a training allowance under the new Act, a person must have been working or seeking work for three years; but someone with dependants can qualify if he has been out of school for just one year and is one year past the school-leaving age in the province in which he resides.

Adults who have no economic responsibilities will get free training if they are one year past the regular school-leaving age and have either been out of school for 12 months or more or are in an apprenticeship training course.

For the most part, the Canada Manpower Centres will select the adults to be trained and pay for their training. An adult who has not attended school on a regular basis for at least 12 months and wishes to be enrolled in an occupational training course, may apply at his nearest Manpower Centre. If the manpower officer who interviews him considers that he would benefit by training, he will arrange to have him enrolled in a training course that will increase his earning capacity or his opportunities for employment.

The training will normally be provided in publicly operated courses of one year or less. In the Act, the term "occupational training course" is defined as a course providing "not more than 52 weeks of full-time instruction or 1,800 hours of part-time instruction."

If no provincially or municipally operated training courses are available, the manpower officer may arrange for the enrolment of eligible adults in private training schools, in which case the Minister may authorize the payment of tuition fees. The Minister emphasized that the Government would not use private facilities unless it was necessary, and only if the province agreed.

Arrangements may also be made for the training of adults in industry. The Minister made it quite plain, however, that the new program is not designed to pay for the kind of on-the-job training in a particular job that is a normal and necessary part of industrial costs. Rather, it is concerned with the kind of general training that will be useful if workers transfer to other employment. The federal Government will, however, pay for on-the-job training if it is necessary to help employees adjust to technological or economic changes affecting their employer.

The training allowances payable under the new program are to be related to family circumstances and living costs. Initially, allowances will range from $35 to $90 a week, varying with the number of dependants a man has, and the general level of earnings in his province or region. The actual scales, between those limits, are to be settled in consultation with each province and, if a province wishes, the federal Government will use different scales in different parts of a province to better reflect variations in the level of earnings.

After June 30, 1968 the allowance limits will be escalated each year in line with the increase in average hourly earnings in manufacturing (using 1966 as the base).

When arrangements are made with a firm to train its workers, the program will pay the costs of operating the training course, including reimbursement of the wages paid to the workers while they are learning. The maximum amount payable in any week in respect of wages paid to an adult must not exceed the lesser of:

(a) an amount equal to that obtained by multiplying the number of hours of training in a week by the employee's average hourly earnings for that week; or

(b) an amount equal to the maximum training allowance payable to an adult for that week.

The federal Government may also make loans for the purchase or construction of occupational training facilities for adults. The province will have up to 30 years in which to repay a loan; the federal Government, by "renting" the facilities for adult use, will pay for their construction. In reference to this, the Minister said, "In effect, adult training facilities will cost the provincial taxpayers nothing, and the provinces will have free buildings after 30 years."

In recognition of the need to develop better ways of matching training with emerging manpower needs, the new Act provides for research and development agreements with the provinces. The federal Government will pay up to 50 per cent of the costs incurred by a province in undertaking research into occupational training, and projects for the development of occupational training courses and materials.

At the request of a provincial government, a joint committee may be established to assess manpower needs in that province. Reports or recommendations made by a joint committee must be taken into account by manpower officers

when considering applications for enrolment in a training course.

Details not spelled out in the Act are to be prescribed by regulation. As well as defining such terms as "regular school-leaving age," the regulations may prescribe the method of determining costs, charges for tuition fees, and the rates, time and manner of payment of training allowances.

A person employed in insurable employment, who is being trained under an occupational training course, will not be eligible for unemployment insurance while in receipt of a training allowance, but will retain his benefit and contribution rights.

The qualifying period will be extended to include any period during which he is being trained under an occupational training program and in receipt of a training allowance. Similarly, his benefit period, which normally runs for a maximum of 52 weeks from the week of the claim, will be extended to a maximum of 156 weeks.

The capital grants that have been made to the provinces under the shared-cost arrangements for building secondary, post-secondary, adult and technical and vocational training facilities are to be phased out gradually. Under the transitional agreements provided for in the Act, the federal Government will continue to pay 75 per cent of the capital expenditures incurred by a province for occupational training facilities after March 31, 1967 or until the province has received $480 for each person in its 1961 youth population (young persons 15 to 19 years of age).

Under the phase-out arrangement, a further $320 per person will be available for the same purpose at a 50-per-cent sharing rate. Altogether, the federal Government will pay each province up to $800 for each person in its 1961 youth population, less contributions paid to the province under Sec. 4 of the Technical and Vocational Training Assistance Act.

The Adult Occupational Training Regulations, approved by P.C. 1967-1021, May 18, 1967, set out the costs that may be included in calculating the expense of providing an occupational training course, the allowances payable to trainees, and other matters.

Apprenticeship

In Ontario, under the Apprenticeship and Tradesmen's Qualification Act, 1964, the service trades of radio and television service technician and dry cleaner were designated as certified trades for which a certificate of qualification will be necessary for new entrants.

For radio and television service technicians, the training program comprises four periods of 2,000 hours each (1,500 hours each for apprentices who have received their secondary school graduation diploma). The training includes full-time day classes at a provincial institute of trades (or equivalent training), and practical training and instruction. For the trade of dry cleaner, four periods of 900 hours are required.

Regulations for the trade of chef replaced those for the trade of cook. In this trade too, certificates of qualification are necessary except for those already engaged in the trade. The rules for hairdressers and hairdressing schools were also revised, reducing the required hours of training from 1,800 to 1,500 for each of the three periods specified.

In the construction trades, the trades of cement mason and lather were designated as certified trades, with respect to new entrants to the trade, and the regulations for the plumbing trade were revised, removing from the coverage of the regulations those who do repair and maintenance work in an operating industrial plant, as well as those laying pipe for drains and water mains.

A training system was established for ironworkers, wi three periods of 2,000 hours each. For this trade, the minimu age is 17, and an applicant must have a medical certifica stating that he is in good physical condition; and he must capable of working at the heights commonly experienced the trade.

An advisory committee on trades in the manufacturi industry is examining methods of applying apprenticeshi training to general industry. The committee believes thi compulsory certification should not be applied to industri trades, but should be confined to the construction and servi trades.

In British Columbia, new regulations have been issu under the Apprenticeship and Tradesmen's Qualification A respecting certificates of proficiency in the trades of: millwrigh domestic radio and television servicing; plumbing, steamfittin and pipefitting; and sprinkler-fitting. Except for the trade millwright, certificates of proficiency were made compulso on January 9, 1967 in specified areas of the province. A applicant for a certificate was required to submit proof of least 8,000 hours of qualifying time (10,000 hours with respe to the plumbing, steamfitting, pipefitting and sprinkler-fittin trades), and had to pass an examination.

The industrial electrical trade, defined as the "installatio maintenance and repair of electrical equipment in industri operations," and the trades of cement mason, roofer, dam and waterproofing and dry-wall finisher have been added the schedule of designated trades for which certificates competency will be given.

The qualifying period for a certificate of proficiency wa extended from 8,000 hours to 10,000 hours in the refrigeratio trade and new regulations for the sheet metal trade als established 10,000 hours.

In Alberta, the Provincial Apprenticeship Board issue special regulations for the trade of tile setter, which ha previously been subject to the rules of the trades of bricklaye mason and terrazzo layer, and replaced the regulations for th following trades: painter and decorator, refrigeration mechani sheet metal mechanic, and machinist. In all these trades, th period of apprenticeship is four periods of 12 months, with minimum of 1,800 hours of work (including prescribed training in each period.

In Saskatchewan, the trade of glassworker and the heav duty repair trade were designated under the Apprenticeshi and Tradesmen's Qualification Act. A glassworker must hav worked at least 8,000 hours at the trade (including time credit for appropriate trade training) in order to obtain a journeyma certificate. For the heavy duty repair trade, the requiremen is 10,000 hours.

Regulations for the industrial electricians and industria mechanics trades were issued in Manitoba under the Ap prenticeship Act. The term of apprenticeship is four years fo the industrial electricians trade and three for mechanics If no collective agreement is in force where an apprentice i employed, the Provincial Apprenticeship Board will fix th starting rate and progressive increases.

Two industry apprentice plans were approved in New foundland, one for the American Smelting and Refinin Company, Buchans Unit, and the other for the Price (Nfld. Pulp and Paper Company.

In New Brunswick, combined meetings of the Provincia Apprenticeship Committee and Tradesmen's Qualificatio Board are being held quarterly, in order to keep in touc with the current training requirements of industry and t consider new areas of compulsory certification. Approva has been given by the combined group for designation o several new trades for apprenticeship training.

Industrial and Geographic Distribution

Of Union Membership in Canada in 1967

There were 1,921,000 union members n Canada at the beginning of 1967. This vas an increase of 10.6 per cent over the 966 figure, and an increase of half a nillion members in the five-year period nded in January 1967.

Overall membership figures are com-iled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from ational and international union head-uarters, central labour congresses and ndependent local organizations. The data btained in the 1967 survey were pub-ished in *Labour Organizations in Canada, 967*, a handbook that contains statistical ables on union membership and a com-rehensive directory of labour organiza-ions active in Canada, together with ames of their principal officers and ublications and the distribution of their ocals. The statistical data contained in he handbook are Canada-wide totals, roken down by congress affiliation and y type and size of union.

Another survey of individual local nions across the country, made at the eginning of each year, provides data for he accompanying tables, giving distri-utions of union membership by industry, y province and by labour market area. n this survey, each local is asked to eport the total number of its members, nd the industry and location in which ll or most of them are employed. In a elatively small number of cases, the ndustry was not reported; in addition, a umber of locals indicated that their nembers were dispersed throughout everal locations in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by Industry

Table 1 gives the distribution of union membership by industry, on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Although union growth in the past five years has been manifest in all industrial sectors, it has been particularly marked in public administration, trade and service. In 1962, union members employed in public administration constituted 5.4 per cent of total union membership in Canada. By 1967, membership in public administration comprised 10.8 per cent of the total, reflecting the affiliation, in 1965, of the Quebec Government Employees with the Confederation of National Trade Unions, and the affiliation of the Public Service Alliance of Canada with the Canadian Labour Congress in January 1967. In trade, the proportion rose from 3.0 per cent in 1962 to 4.1 per cent in 1967, and in the service industries it rose from 7.1 to 8.8 per cent.

Although the number of union members employed in forestry, construction, manufacturing, mining, and transportation and utilities also increased in the five-year period, the rate of increase was smaller. Membership in all but one of these groups made up about the same proportion of total union membership in 1967 as it did in 1962; in the transportation and utilities group, union members made up 23.3 per cent of the total in 1962, compared with 18.8 per cent in 1967.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, labour market areas correspond to the areas served by Canada Manpower Centres. In some cases, a labour market area corresponds to the area served by two or more Canada Manpower Centres; these composite areas are identified by an asterisk, and the areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1967, there were almost 8,700 local unions active in Canada with a total membership approaching two million. Survey returns were received from a large proportion of these locals; the relatively small number which did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, because their membership is not known. An adjustment entry indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.

The information for this analysis of union embership was obtained by the Labour rganizations Division, Economics and Re-arch Branch, Canada Department of Labour, om local union secretaries. Their co-operation gratefully acknowledged.

TABLE 1—Union Membership by Industry,* 1967

Industry	*Locals*	*Membership*
AGRICULTURE	15	865
FORESTRY †	41	43,907
FISHING AND TRAPPING	7	3,285
MINES	190	57,929
Metals	117	40,482
Mineral fuels	33	9,295
Non-metal	25	7,032
Quarries	11	447
Incidental services	3	615
MANUFACTURING	2,747	758,802
Food	351	71,593
Beverages	77	10,689
Tobacco products	17	6,126
Rubber	47	15,723
Leather	74	12,889
Textiles	159	38,690
Knitting mills	23	3,158
Clothing	113	51,182
Wood	110	42,690
Furniture and fixtures	61	13,211
Paper	327	75,319
Printing and publishing	188	30,542
Primary metals	140	70,393
Metal fabricating	266	46,034
Machinery	115	31,503
Transportation equipment	158	123,935
Electrical products	140	56,680
Non-metallic mineral products	156	23,143
Petroleum and coal products	24	3,936
Chemical products	139	22,024
Miscellaneous manufacturing	62	9,342
CONSTRUCTION	528	209,558
TRANSPORTATION AND UTILITIES	2,198	361,605
Air transport and incidental services	97	10,922
Water transport and incidental services	139	41,273
Railway transport	998	123,425
Running trades	316	32,801
Non-operating employees	682	90,624
Truck transport	52	33,523
Buses and streetcars	55	20,657
Other transport	9	1,777
Storage	22	2,637
Communication	695	78,669
Power, gas and water	131	48,722
TRADE	247	78,416
FINANCE	11	890
SERVICE INDUSTRIES	696	169,33
Education	203	22,7
Health and welfare	252	86,0
Recreational services	86	25,7
Services to business	12	1,0
Personal services	125	29,1
Miscellaneous services	18	4,6
PUBLIC ADMINISTRATION	1,456	206,7
Federal administration	746	84,7
Provincial administration	83	46,7
Local administration	627	75,2
INDUSTRY NOT REPORTED	11	3,6
ADJUSTMENT ENTRY ‡	—	25,6
NO RETURN	532	
TOTALS	8,678	1,920,6

*Based on DBS Standard Industrial Cla sification (1960) (DBS Cat. No. 12-501).

†Includes some sawmilling.

‡This entry represents the difference betwe total membership as reported in the survey union headquarters and the total obtained the survey of local unions.

TABLE 2—Union Representation Within Industry Groups, 1967

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
FORESTRY	Bush Workers, Farmers' Union (Ind.)
	Carpenters (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)
FISHING and TRAPPING	Native Brotherhood of B.C. (Ind.)
	United Fishermen (Ind.)
MINES	
Metal	Mine, Mill and Smelter Workers (Ind.)
	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC)
	Glass and Ceramic Workers (AFL-CIO/CLC)
	Mine, Mill and Smelter Workers (Ind.)
	National Council of Canadian Labour (Ind.)
	Steelworkers (AFL-CIO/CLC)
Incidental services	Mine, Mill and Smelter Workers (Ind.)
MANUFACTURING	
Food	Bakery Workers (CLC)
	Packinghouse Workers (AFL-CIO/CLC)
	Retail, Wholesale Employees (AFL-CIO/CLC)
	Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC)
	Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC)
	Boot and Shoe Workers (AFL-CIO/CLC)
	Clothing Workers Federation (CNTU
	Leather and Plastic Workers (AFL-CIO/CLC)
	Packinghouse Workers (AFL-CIO/CLC)
	Textile Workers' Union (AFL-CIO/CLC)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills	Clothing Workers Federation (CNTU) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
Printing and Publishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC)
Electrical Products	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and Coal Products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) Chemical Workers Federation (CNTU) District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
NSTRUCTION	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Employees (Ind.) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Railway transport	
Running trades	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Other Transport	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Storage	Brewery Workers (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC)
Communication	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC)
TRADE	Commerce and Office Employees (CNTU) Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU) Independent Local—*La Fraternité des Employés de la Cie d'Assurance-Vie la Sauvegarde*
SERVICE INDUSTRIES	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU) CNTU Chartered Local
Health and Welfare	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)

(Continued on page 94)

TABLE 2—Union Representation Within Industry Groups, 1967 (Concluded)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
Services to business	I.B.E.W. (AFL-CIO/CLC)
	Metal Trades Federation (CNTU)
	Public Employees (CLC)
Personal Services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC)
	Office Employees (AFL-CIO/CLC)
PUBLIC ADMINISTRATION	
Federal Administration	National Component, P.S.A.C. (CLC)
	National Defence Employees, P.S.A.C (CLC)
Provincial Administration	B.C. Government Employees (CLC)
	Quebec Government Employees (CNTU)
	Saskatchewan Government Employees (Ind.)
Local Administration	Fire Fighters (AFL-CIO/CLC)
	Public Employees (CLC)

TABLE 3—Union membership, by province, 1967

Province	*Number of Locals*	*Locals Reporting*	
		Number	*Membership*
Newfoundland	153	141	23,442
Prince Edward Island	47	44	2,893
Nova Scotia	440	437	55,212
New Brunswick	361	342	39,160
Quebec	2,443	2,189	569,430
Ontario	3,051	2,863	721,581
Manitoba	347	332	69,844
Saskatchewan	385	372	49,891
Alberta	462	452	78,416
British Columbia	892	881	240,228
Yukon & Northwest Territories	38	34	2,081
Two or more provinces*	59	59	42,808
Adjustment entry†	—	—	25,661
No return	—	532	—
TOTALS	8,678	8,678	1,920,647

*Includes membership of Seafarers, Transportation-Communicatio Employees, Commercial Telegraphers and Actors' Equity.

†Represents difference between total membership as reported b union headquarters and that reported in the survey of local unions.

TABLE 4—Union membership by labour market area, 1967

Labour Market Area	*Locals*	*Membership*	*Areas Under 1,000 Members*
NEWFOUNDLAND			
Corner Brook	28	3,470	
Grand Falls	27	3,346	
Labrador City	6	1,808	
St. John's	85	10,289	
Two or more areas	7	4,529	
PRINCE EDWARD ISLAND			
Charlottetown	34	2,034	Summerside
NOVA SCOTIA			
Amherst	18	1,296	
Halifax	163	23,524	
Kentville	30	1,686	Bridgewater
Liverpool	11	1,059	Inverness
New Glasgow	52	6,192	Springhill
Sydney	94	15,763	
Truro	22	1,120	
Yarmouth	16	1,110	
Two or more areas	8	1,580	
NEW BRUNSWICK			
Bathurst	36	3,391	
Campbellton	27	3,086	Minto
Edmundston	18	1,408	St. Stephen
Fredericton	42	2,354	Sussex
Moncton	73	8,284	Woodstock
Newcastle	20	2,626	
Saint John	107	13,366	
Two or more areas	6	2,718	
QUEBEC			
Asbestos	8	1,925	
Beauharnois	14	1,790	
Buckingham	15	1,573	
Drummondville	41	4,722	
Farnham-Granby*	74	8,176	
Gaspé*	31	5,470	
Hull* (with Ottawa)			
Joliette	58	4,656	
La Tuque	16	2,067	
Lac St. Jean*	185	26,388	Maniwaki
Lachute-Ste. Thérèse*	47	6,155	Mont Laurier
Montmagny	14	1,588	
Montreal	800	284,198	
Quebec-Levis*	252	42,578	
Quebec-North Shore*	64	13,247	
Rimouski	28	4,410	
Riviere du Loup	27	1,882	
Rouyn-Val d'Or	84	6,705	
St. Hyacinthe	44	7,606	
St. Jean	71	7,807	
St. Agathe-St. Jerome*	34	3,515	
Shawinigan	48	7,138	
Sherbrooke*	109	17,159	
Sorel	43	6,678	
Temiscaming	8	1,119	
Thetford-Megantic-St. Georges*	49	6,474	

ABLE 4—Union membership by labour market area, 1967 (Concluded)

Labour Market Area	Locals	Membership	Areas Under 1,000 Members
Trois Rivieres	81	12,814	
Valleyfield	39	5,186	
Victoriaville	47	6,651	
Two or more areas	40	60,637	
NTARIO			
Barrie	31	2,890	Arnprior
Belleville-Trenton*	65	6,874	Bracebridge
Brampton	39	6,650	
Brantford	57	10,557	Carleton Place
Brockville	25	3,292	
Chatham	28	4,408	Gananoque
Cobourg	22	1,820	Goderich
Collingwood	7	1,038	Hawkesbury
Cornwall	45	7,237	Lindsay
Fort Frances	19	1,427	Listowel
Fort William-Port Arthur	120	17,519	Parry Sound
Galt	61	6,579	Perth
Guelph	61	7,330	Picton
Hamilton	206	54,324	Renfrew
Kapuskasing	14	5,192	Sioux Lookout
Kenora	30	2,915	Napanee
Kingston	48	10,498	
Kitchener	77	16,242	
Leamington	7	1,196	
London	109	25,450	
Midland	19	1,317	
Niagara Peninsula*	216	36,633	
North Bay	50	5,187	
Orillia	17	1,193	
Oshawa	64	27,072	
Ottawa-Hull*	194	37,832	
Owen Sound	15	1,265	
Pembroke	35	3,249	
Peterbrorough	62	9,623	
Prescott	12	1,768	
St. Thomas	41	4,143	
Sarnia	42	8,710	
Sault Ste. Marie	67	12,718	
Simcoe	17	1,431	
Smiths Falls	24	1,471	
Stratford	36	2,950	Sturgeon Falls
Sudbury*	87	30,420	
Timmins-Kirkland Lake	75	6,432	
Toronto*	653	257,428	
Walkerton	6	1,540	
Wallaceburg	6	1,576	
Windsor	99	39,749	
Woodstock-Tillsonburg*	31	5,728	
Two or more areas	44	27,625	
ANITOBA			
Brandon	34	2,474	Dauphin
Flin Flon	13	2,889	Portage la Prairie
The Pas	16	2,818	
Winnipeg	259	58,303	
Two or more areas	5	2,634	
SKATCHEWAN			
Moose Jaw	41	3,954	Estevan
North Battleford	22	1,621	Swift Current
Prince Albert	41	3,421	Weyburn
Regina	96	17,528	
Saskatoon	108	14,402	
Yorkton	30	3,434	
Two or more areas	15	3,793	
ALBERTA			
Calgary	135	28,821	Blairmore
Edmonton	165	34,902	Drumheller
Lethbridge	49	3,147	Edson
Medicine Hat	36	2,887	Grande Prairie
Two or more areas	15	5,475	Red Deer
BRITISH COLUMBIA			
Central Vancouver Island*	68	16,646	Michel
Chilliwack	15	1,041	Cassiar
Cranbrook	27	4,112	Princeton
Dawson Creek	12	4,859	
Kamloops	39	3,794	
Kitimat	3	2,073	
Okanagan	68	8,227	
Prince George	41	5,850	
Prince Rupert	48	5,493	
Trail-Nelson*	46	6,526	
Vancouver-New Westminster	382	141,588	
Victoria	110	19,028	
Two or more areas	20	19,147	

*Indicates labour market area comprising areas served by two or more Canada Manpower Centres. See appendix.

APPENDIX TO TABLE 4—Labour market areas comprising areas served by two or more Canada Manpower Centres.

Labour market areas appear in italics, followed by names of the Canada Manpower Centres in light type.

QUEBEC

Farnham-Granby: Cowansville, Farnham, Granby. *Gaspé:* Causapscal, Chandler, Gaspé, Matane, New Richmond. *Lac St. Jean:* Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. *Lachute-Ste Thérèse:* Lachute, Ste Thérèse. *Montréal:* Montréal, Ste Anne de Bellevue. *Québec-Lévis:* Lévis, Québec. *Québec-North Shore:* Baie Comeau, Forestville, La Malbaie, Sept Iles. *Rouyn-Val d'Or:* Rouyn, Val d'Or. *Ste Agathe-St Jérôme:* Ste Agathe, St Jérôme. *Sherbrooke:* Magog, Sherbrooke. *Thetford-Mégantic-St Georges:* Mégantic, Thetford Mines, Ville St Georges. *Trois Rivières:* Louiseville, Trois Rivières.

ONTARIO

Belleville-Trenton: Belleville, Trenton. *Fort William-Port Arthur:* Fort William, Port Arthur. *Niagara Peninsula:* Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. *Ottawa-Hull:* Hull, Que., Ottawa, Ont. *Sudbury:* Elliot Lake, Sudbury. *Timmins-Kirkland Lake:* Kirkland Lake, Timmins. *Toronto:* Long Branch, Newmarket, Oakville, Toronto, Weston. *Woodstock-Tillsonburg:* Tillsonburg, Woodstock.

BRITISH COLUMBIA

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. *Okanagan Valley:* Kelowna, Penticton, Vernon. *Trail-Nelson:* Nelson, Trail. *Vancouver-New Westminster:* Mission City, New Westminster, Vancouver.

PRICE INDEXES

Consumer, November 1967

The consumer price index (1949=100) increased by 0.3 per cent to 151.0 at the beginning of November from 150.5 at the beginning of October. It was 3.8 per cent higher than the November 1966 level of 145.5.

The food index rose 0.1 per cent to 148.0 from 147.8. Dairy products, including ice cream, powdered milk and processed cheese, declined, while fresh milk prices remained unchanged. There was a 1.6 per cent decrease in the price of bread that outweighed increases in flour and breakfast cereal prices. Sugar prices advanced by 2 per cent to regain their former level. Lower prices reported for grapefruit, apples, bananas, cabbage and onions were offset by increases in the prices of potatoes, tomatoes and celery. Meats, including beef and pork items, declined.

The housing index rose 0.2 per cent to 153.4 from 153.1. Rent increased generally, especially in western Canadian cities, and advances in building materials prices and wage rates were reported. The household operation component increased slightly as higher prices for household textiles, utensils and supplies were offset by lower prices for furniture and floor coverings.

The clothing index advanced 0.6 per cent to 134.5 from 133.7, as a result of increases in men's wear prices. Smaller increases were reported for women's and children's wear, footwear and piece goods.

The transportation index remained unchanged at 157.9, with seasonally lower train fares offsetting a slight increase in automobile operation prices.

The health and personal care index rose 0.3 per cent to 193.8 from 193.2, reflecting higher prices for personal services such as women's hairdressing and men's haircuts. Pharmaceutical prices remained unchanged.

The recreation and reading index advanced 0.6 per cent to 170.5 from 169.4 as a result of higher prices for sports equipment and for motion picture admissions.

The tobacco and alcohol index rose 0.1 per cent to 128.7 from 128.6, reflecting a slight increase in the price of cigarettes and tobacco.

Group indexes a year ago in November were: food 144.7; housing (shelter and household operation) 146.6; clothing 129.8; transportation 151.1; health and personal care 184.5; recreation and reading 161.3; tobacco and alcohol 126.5.

City Consumer, Nov. 1967

Between October and November, consumer price indexes advanced in all regional cities except St. John's, Nfld., and Saint John, N.B., which were unchanged. The increases ranged from 0.7 per cent in Ottawa to 0.1 per cent in Vancouver.

Food indexes were higher in seven cities, lower in two, and remained unchanged in Toronto. They advanced most rapidly in Montreal, Ottawa and Saskatoon-Regina, where increases of 1.6 per cent, 1.5 per cent and 1.4 per cent, were recorded. Housing indexes rose slightly in all cities, led by Ottawa and Edmonton-Calgary, both of which centres recorded an increase of 0.5 per cent. The clothing indexes were higher in seven cities, and unchanged in three.

The transportation index was unchanged in all cities, except Saint John, Montreal and Winnipeg, where there were slight marginal declines. In the health and personal care, and recreation and reading indexes, advances outnumbered declines by eight to two. Tobacco and alcohol indexes increased slightly in five cities and were unchanged in five.

Regional consumer price index point changes between October and November were: Ottawa +1.0 to 149.6; Saskatoon-Regina +0.9 to 141.5; Montreal +0.8 to 149.6; Toronto +0.7 to 152.5; Halifax +0.5 to 143.0; Winnipeg +0.4 to 147.2; Edmonton-Calgary +0.4 to 142.1; Vancouver +0.2 to 145.1; Saint John unchanged at 145.7; St. John's unchanged at 130.8.*

Wholesale, October 1967

The general wholesale index (1935-39 =100) rose 0.2 per cent in October to 265.1 from 264.7, and was 1.8 per cent higher than the October 1966 index of 260.3. Six of the eight major group indexes increased, and the remaining two, animal products at 295.4, and iron products, at 274.3, were unchanged.

In the textile products group, the index rose 0.8 per cent to 253.5 from 251.6. Reflecting higher prices for silver, the non-ferrous metals products group index advanced 0.4 per cent to 245.6.

Increases of 0.1 per cent or less occurred in the following major group indexes: vegetable products, to 228.2 from 228.0; wood products, to 349.7 from 349.3; non-metallic minerals products, to 200.2 from 200.0; and chemical products, to 213.1 from 213.8.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm product at terminal markets (1935-39=100) declined 0.3 per cent to 256.3 from 257.0 in the four-week period October 27 to November 24. The animal products declined 0.03 per cent to 326.0 from 326.1 and the field products index decreased by 0.7 per cent to 186.5 from 187.9.

U.S. Consumer, October 1967

The United States consumer price index (1957-59=100) rose by 0.3 per cent between September and October, to 117.5.

Increases in the price of 1968-model automobiles, clothing, and medical and other services, including baby-sitting, account for the October advance. Apparel prices, reflecting particularly large increases for women's and girls' clothing, were 4 per cent above last October's level.

Charges for consumer services were 0.5 per cent higher than in September, with medical care and housekeeping services both up by 0.5 per cent.

Food prices, including restaurant meals, declined 0.2 per cent between September and October to 115.7. Lower prices were recorded for pork and poultry, and beef prices averaged the same as in September. Apples, grapefruit and potatoes declined sharply, and most other fruits and vegetables rose. Milk and cheese prices increased more than usual for October.

The overall consumer prices were 2.6 per cent higher than those reported a year ago.

British Retail, October 1967

The British index of retail prices (Jan. 16, 1962=100) was 119.7 at October 17 compared with 118.8 at September 19 and 117.4 at October 18, 1966.

The rise in the index was caused by the seasonal increase in the average prices of household coal, and to an increase in the charges for electricity.

The index for foods rose by one-half of 1 per cent to 114.2, compared with 113.7 in September. The index for the housing group rose to 136.8 in October, compared with 135.2 in the previous month.

In the fuel and light group, the index rose to 127.2, compared with 120.9 in September; the transport and vehicles group index climbed to 113.2, compared with 112.7; the index for miscellaneous goods advanced to 114.6 from 113.5; and the index for services advanced to 127.6 from 127.0.

There was little change in the general level of prices in the four remaining groups.

The Big Move

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Red-letter day for the Occupational Therapy and Rehabilitation Centre in Montreal was December 5, 1967, for on this date the Centre's new quarters were opened at 7005 Maisonneuve Boulevard West.

This is the third time the Centre has moved since it was first organized as the Occupational Therapy Centre in 1937. At that time it provided very limited services to the public. In 1945, these services were expanded to provide comprehensive rehabilitation, and the Centre was incorporated under its present name. The latest move, from 1031 Ottawa Street, was prompted like the others by the need for expanded quarters to meet the everincreasing need for service.

The Centre provides services to anyone over the age of 16, without regard to race, creed or financial status. Services provided by the Centre include medical assessment, physiotherapy, occupational therapy, speech therapy, psychological services, social services, and vocational adjustment. A Home Service Unit is also operated to treat people who are so disabled that they are unable to leave their homes to go to the Centre for treatment.

Treatment at the Centre is covered by government insurance. Home Service is not, but the Centre ensures that no one is refused treatment because he cannot pay.

The Centre is handling the physiotherapy division of a new program set up by the Victorian Order of Nurses and called "metropolitan home care." As a result, an additional therapist was taken on staff last summer.

The Ste. Jeanne d'Arc Hospital recently set up a home care program for patients released from hospital who are unable to manage by themselves. The Centre has agreed to supplement the physiotherapy and occupational therapy provided by the hospital when needed.

Accommodation 300 Daily

The new Centre is planned to accommodate 300 persons daily, and the building was designed with the needs of the handicapped in mind. It incorporates the standards set out in the National Building Code of Canada Supplement, *Building Standards for the Handicapped.*

During initial planning, the inclusion of in-patient services was considered, but abandoned when it was decided that the inclusion of in-patient facilities and work areas would not be compatible. Work assessment facilities were in as short supply as rehabilitation beds, so priority was given to expansion of vocational services with a more extensive 'adaptation unit'. This unit provides a series of work areas that duplicate actual work situations, so that the client can be vocationally assessed and can learn or relearn work habits and skills.

There will be an addition to the types of disabilities accepted, for the Centre will be accepting referrals from the Montreal Association for the Blind. The two organizations will co-operate to provide a total rehabilitation program for blind persons in the area.

During the year 1966-67, the Occupational Therapy and Rehabilitation Centre reported 81 individuals either returned to work or enabled to look after themselves, and no longer requiring the service of an attendant. This included 10 who were once more able to take up their duties as housewives or homemakers, and eight who undertook self-care. Of those who returned to employment, 56 went into regular employment, five into sheltered employment, and two into business for themselves.

Earnings Exceed $193,000

At the time of their acceptance into the Centre, these disabled individuals and their 89 dependents were sapping public funds at the rate of about $52,000 annually. Following rehabilitation, their total annual earnings are now estimated to exceed $193,000.

During their rehabilitation, 70 of these individuals were given counselling, and 78 received one or more kinds of treatment services — medical, psychological, physiotherapy, and occupational and speech therapy. Artificial limbs, braces, wheelchairs or other devices were supplied to 18 persons.

Statistics are not yet available for those whose rehabilitation was not completed at the end of the fiscal year, or for those who had been referred from the Centre for further vocational training. These will be reported when the individuals are finally re-established in their jobs.

The Centre also provided treatment to many who did not require the specialized services of vocational rehabilitation because their vocational life was not threatened, but who did require one or more of the services of the Centre in order to be restored to maximum functioning after illness or injury.

The new Centre, costing $3,000,000, was made possible by an anonymous benefactor who donated half the cost. The balance of the funds required was obtained through federal and provincial grants. With the enlarged and improved facilities available, Miss Evelyn Tipson, Executive Director, and her staff anticipate a year of growth and increased opportunity to serve the handicapped in the Montreal area.

Joint Consultation At Corner Brook

Labour-Management
Consultation Branch

Participants in Newfoundland's first labour-management conference were almost unanimous in their approach to the troublesome question of employee-employer communication. They agreed that it warranted further attention.

The 150 delegates to the one-day conference at Corner Brook on November 9 gave overwhelming support to a resolution calling for continuing discussions geared to keep alive the spirit of the conference. Although the theme of the conference was labour-management communication in general, first emphasis was brought to bear on what such communication means to people living in the same community.

The resolution, proposed by a union executive officer and seconded by the vice-president of a transport company, called for establishment of a study group to continue discussions relating the conference theme to the local situation. The resolution acknowledged "a great need" for comprehensive communication in this field.

Combined Effort

The keynote speaker, Prof. C. Roy Brookbank of Dalhousie University, Halifax, set the tone of the conference when he said that a community can only control its own problems by combined effort. He asked the delegates to decide first what goals they must achieve, and then to create the organization to attain these objectives.

He said that the people of a labour-management community like Corner Brook would be doing themselves a favour by banding together to look after their own interests, especially when dealing with complex problems triggered from outside the community.

"If you're going to be able to recoil and come back fighting, you've got to be in communication with other people on your team," he said. "And that means you've got to be organized."

The conference, which lasted 12 hours, incorporated three speeches, a 90-minute session of workshop discussion groups involving all delegates, a panel discussion, and a dialogue between a union leader and an industrial relations officer on "Preparations for Automation."

Attendance was 40 per cent from management and 36 per cent from labour, and the remainder represented universities, the church, and three levels of government.

Labour Minister John R. Nicholson was unable to attend the conference to deliver his speech personally, because the plane which was to have brought him here from Charlottetown, PEI, was grounded by bad weather. His speech, which was read to the conference by Kenneth P. De Witt, Assistant Director of the Department's Labour-Manageme Consultation Branch, asked the delega to accept two principles that underp constructive joint consultation.

Mr. Nicholson asked unionists to r spect management's "responsibility" operate an efficient and profitable ente prise. "It is doing no one a service imply that profit is a bad word," he sai And he asked employers to accept, "wit out reservations," the principle of unio ism. Unions, he pointed out, are "a essential element of a democratic indu trial society."

The Minister's speech went on to stre the unique opportunities found in labou management consultation. Unlike ba gaining, parties can discuss an issue wit out being pressured to take a firm stan or make on-the-spot decisions and wit out having to justify themselves publicl he said.

Create the Climate

Newfoundland's Labour Minister, W. Keough, gave full support to the them of the conference. Mr. Keough emphasize that the facilities of his Department a available to help "create the climate" f worthwhile consultation. He made it clea though, that labour and management – and not government — must take th first step.

If unions and employers in industri under provincial jurisdiction ask for a sistance, Mr. Keough promised, his De partment was prepared to convene labou management meetings.

After the afternoon panel discussion the moderator, Prof. Brookbank, pose the key question to the delegates: "Wha do you propose to do in Corner Brook?"

The reply came in the form of a resolu tion, proposed by Wilson Russell, Pre ident of the Corner Brook Labour Counci and seconded by Walter Murphy, Mur phy's Transport Ltd.

The resolution asked the Corner Broo Inter-faith Social Action Committee, whic had co-ordinated the conference, to con vene a meeting of representatives of labou management, the civic administration an other groups in the community.

The 150 delegates were divided int groups of 10 for the workshop sessions Each group was led by a chairman in fre discussion on the topic of labour-manage ment communication. Discussion note were taken by 15 first-year universit students studying at Regina High School an affiliate of St. Francis Xavier Uni versity. The reports by the students wil help guide the study group created b the conference.

Rev. W. J. Baker, the conference or ganizer, observed toward the end of th day that "Corner Brook could easily b the starting point for a program of join consultation across the Province."

Placing Older Workers

Older Workers' Section
Department of Manpower
and Immigration

*Promoting the Placement of Older Workers** opens with an outline of the problems of the older worker, and subsequent chapters delineate the various techniques adopted to overcome these problems and help the older worker to remain a fully integrated, functioning member of society.

Chapter 1, "The Recovery of Wasted Abilities," summarizes the reasons for keeping older people in the work force:

- they are a source of potentially valuable manpower;
- their employment increases buying power;
- their employment augments tax revenue and reduces expenditure on public assistance and welfare;
- the taxes they pay reduce the tax burden on workers in younger groups;
- their productive participation reduces the pressure on young people to curtail their education and enter the work force;
- their employment brings greater happiness and a sense of achievement to them and their families.

The hard-to-place older job-seeker will fit into one of six categories, according to the Organization for Economic Co-operation and Development study: a large proportion are victims of prejudice; some are workers in declining industries, or in areas of industrial decline; others have obsolescent skills; some are poorly educated; some are hampered by attitudinal problems; and others suffer from a combination of these handicaps. Because "the older person who cannot find work is largely the victim of circumstances," most efforts to help him will mitigate conditions only too likely to affect, in the future, many who are now in the prime age group, or still under training.

Both short- and long-term remedies are advocated. Placement techniques must be developed and concentrated where they are needed most. Long-term remedies include better educational standards, continuous retraining, job redesign and the elimination of prejudice.

The remaining chapters of the book discuss the range of techniques that can be utilized to help the older worker.

Chapters 2 and 3 explore the best ways of conducting effective publicity and educational programs on behalf of older workers. The basic problem to be overcome is seen as follows: "Surveys in both North America and Western European countries show that employment staff's opinion is overwhelmingly in favour of offering older job applicants special help only as and when they fail to find suitable work through normal placement services.

The normal services of a counsellor are seen as the initial interview, referrals and order-taking. Indications that appear during the course of the interview, and that might point to the need for special services, include the following:

- appearance or attitude likely to handicap;
- serious discouragement;
- unrealistic job demands;
- evidence that the applicant's last job imposed excessive physical demands;
- evidence of special difficulty in getting or holding a job;
- no obvious reason for applicant's present unemployment;
- unmarketable specialized experience;
- rusty skills;
- not successfully placed after several referrals;
- referred by another agency because of difficulty in finding work.

When it is deemed that special services are needed, these should include counselling, testing, training or retraining. "But it is the counsellor's task to guide the client in selecting these services and to help him in drafting the plan that should realize his working capacity," the authors state.

"Counselling is crucial to the task of increasing the older job applicant's employability. It is from the counselling interview that the information is principally derived, on which the counsellor can advise on training and special services and a new vocational program for the future."

Counselling, both individual and group, is discussed in considerable depth in Chapter 4, covering such topics as the purpose of counselling, the qualities required of a counsellor, the work of the counsellor, staff clinics, the conduct of the interview, aids to counselling, and the relationship of group to individual counselling.

Chapter 5 demonstrates how, following the collection of information by counselling, the counsellor and client can draw up a vocational plan, with methods of follow-up and evaluation. The first step is testing — types of tests, potential use of tests, choosing a fair test, administering the test fairly, and interpreting the test fairly — followed by medical examination, and other special services including vocational rehabilitation, and social services. Once this information has been obtained, the vocational plan is prepared and the points to be considered are listed.

Chapter 6 discusses training and retraining, emphasizing the resistance of older people to training, and ways of overcoming this resistance. It includes information on the upgrading of basic education, and closes with some examples of successful training programs.

Chapter 7 states that "The corollary to increasing the employability of the older job seeker is encouraging the employer to offer him work. There are several aspects to this task." These include gathering information, job analysis, job reallocation, job redesign, encouraging geographical mobility, part-time work, and permanent substitute employment.

*This book is No. 4 in the series, "Employment of Older Workers," published by the Organization for Economic Co-operation and Development, Paris, and may be obtained for $2.30 prepaid from the Queen's Printer, Ottawa, or any Canadian Government Bookstore.

U.N. Declaration Recog

On November 7, 1967 the United Nations General Assembly unanimously adopted the Declaration on the Elimination of Discrimination Against Women. The draft declaration was submitted by the Assembly's Third Committee (Social, Humanitarian and Cultural), which had unanimously adopted it on October 16.

The Declaration states that discrimination against women is fundamentally unjust and constitutes an offence against human dignity. Consisting of a preamble and 11 articles, the Declaration outlines the principles of equal rights for women with men, and calls on governments, non-governmental organizations and individuals to work for their implementation.

The U.N. Commission on the Status of Women, at the request of the 18th session of the General Assembly, had prepared in early 1966 a draft declaration concerning discrimination against women. The Economic and Social Council (ECOSOC) transmitted the draft to the 21st session of the General Assembl Unable, because of lack of time, to giv substantive consideration to draft declara tion, the 21st session referred it back t the Commission on the Status of Wome with a request to redraft it, taking int account the various amendments that ha been proposed. The Commission on th Status of Women forwarded a redrafte declaration to ECOSOC, which forwar the new draft to the General Assembl The 21st General Assembly session re quested the 22nd session to consider th

UNITED NATIONS GENERAL ASSEMBLY

Declaration

Preamble

THE *General Assembly*,

Considering that the peoples of the United Nations have, in the Charter, reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women;

Considering that the Universal Declaration of Human Rights asserts the principle of non-discrimination and proclaims that all human beings are born free and equal in dignity and rights, and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including any distinction as to sex;

Taking into account the resolutions, declarations, conventions and recommendations of the United Nations and the specialized agencies designed to eliminate all forms of discrimination and to promote equal rights for men and women;

Concerned that, despite the Charter of the United Nations, the Universal Declaration of Human Rights, the International Covenants on Human Rights and other instruments of the United Nations and the specialized agencies, and despite the progress made in the matter of equality of rights, there continues to exist considerable discrimination against women;

Considering that discrimination against women is incompatible with human dignity, and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries, and is an obstacle to the full development of the potentialities of women in the service of their countries and of humanity;

Bearing in mind the great contribution made by women to social, political, economic and cultural life and the part they play in the family and particularly in the rearing of children;

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields;

Considering that it is necessary to ensure the universal recognition in law and in fact of the principle of equality of men and women;

Solemnly proclaims this Declaration:

Article 1

Discrimination against women, denying or limiting as i does their equality of rights with men, is fundamentall unjust and constitutes an offence against human dignity.

Article 2

All appropriate measures shall be taken to abolish existin laws, customs, regulations and practices which are discrimi natory against women, and to establish adequate legal protec tion for equal rights of men and women, in particular:

(*a*) The principle of equality of rights shall be embodie in the constitution or otherwise guaranteed by law;

(b) The international instruments of the United Nation and the specialized agencies relating to the elimination c discrimination against women shall be ratified or acceded t and fully implemented as soon as practicable.

Article 3

All appropriate measures shall be taken to educate publi opinion and direct national aspirations toward the eradicatio of prejudice and the abolition of customary and all othe practices which are based on the idea of the inferiority o women.

Article 4

All appropriate measures shall be taken to ensure to wome on equal terms with men without any discrimination:

(*a*) The right to vote in all elections and be eligible fo election to all publicly elected bodies;

(*b*) The right to vote in all public referenda;

(*c*) The right to hold public office and to exercise all publi functions. Such rights shall be guaranteed by legislation.

Article 5

Women shall have the same rights as men to acquire, chang or retain their nationality. Marriage to an alien shall no automatically affect the nationality of the wife either b rendering her stateless or by forcing upon her the nationalit of her husband.

Article 6

1. Without prejudice to the safeguarding of the unity an the harmony of the family, which remains the basic unit o any society, all appropriate measures, particularly legislativ measures, shall be taken to ensure to women, married o unmarried, equal rights with men in the field of civil law, an in particular:

Women's Equal Rights

draft a matter of priority, and it was the 22nd session that unanimously adopted it.

Clause-by-clause discussions last fall resulted in a consensus, strongly supported by Canada, that the draft declaration was fundamentally sound, and that any amendments should alter only the wording rather than its substance. Consequently, many of the proposed amendments were withdrawn in a spirit of co-operation and conciliation. Apart from lengthy debate on Art. 6, dealing with women in their familial and social context, and Art. 10, concerning the economic rights of women, the draft was adopted by the Third Committee with comparatively little difficulty. The letter of the Declaration was improved and the spirit was left unaltered.

The Declaration is an exhortation rather than a binding commitment to make legislative changes. Many of the articles in the Declaration deal with matters within provincial jurisdiction, and consultations with the provinces on these matters will have to be undertaken. In addition, the Canadian Government has established a Royal Commission on the Status of Women, which, in its study of all aspects of women's status in Canada, will examine discrimination against women.

Mrs. Sally Merchant was spokesman for the Canadian delegation on the Third Committee. Sixty-three women delegates are sitting this year on the main committees of the U.N. General Assembly. The largest number come from the West: 30 from Latin America, Western Europe and the British Commonwealth. The African delegates number 13; envoys from the Communist bloc, 10. Seven are from Asian countries, one from Israel, one from Iraq and one from Morocco.

Elimination of Discrimination Against Women

(*a*) The right to acquire, administer, enjoy, dispose of and inherit property, including property acquired during the marriage;

(*b*) The right to equality in legal capacity and the exercise thereof;

(*c*) The same rights as men with regard to the law on the movement of persons.

2. All appropriate measures shall be taken to ensure the principle of equality of status of the husband and wife, and in particular:

(*a*) Women shall have the same right as men to free choice of a spouse and to enter into marriage only with their free and full consent;

(*b*) Women shall have equal rights with men during marriage and at its dissolution. In all cases, the interest of the children shall be paramount;

(*c*) Parents shall have equal rights and duties in matters relating to their children. In all cases, the interest of the children shall be paramount.

3. Child marriage and the betrothal of young girls before puberty shall be prohibited, and effective action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

Article 7

All provisions of penal codes which constitute discrimination against women shall be repealed.

Article 8

All appropriate measures, including legislation, shall be taken to combat all forms of traffic in women and exploitation of prostitution of women.

Article 9

All appropriate measures shall be taken to ensure to girls and women, married or unmarried, equal rights with men in education at all levels, and in particular:

(*a*) Equal conditions of access to, and study in, educational institutions of all types, including universities, and vocational, technical and professional schools;

(*b*) The same choice of curricula, the same examinations, teaching staff with qualifications of the same standard, and school premises and equipment of the same quality, whether the institutions are co-educational or not;

(*c*) Equal opportunities to benefit from scholarships and other study grants;

(*d*) Equal opportunities for access to programmes of continuing education, including adult literacy programmes;

(*e*) Access to educational information to help in ensuring the health and well-being of families.

Article 10

1. All appropriate measures shall be taken to ensure to women, married or unmarried, equal rights with men in the field of economic and social life, and in particular:

(*a*) The right, without discrimination on grounds of marital status or any other grounds, to receive vocational training, to work, to free choice of profession and employment, and to professional and vocational advancement;

(*b*) The right to equal remuneration with men and to equality of treatment in respect of work of equal value;

(*c*) The right to leave with pay, retirement privileges and provision for security in respect of unemployment, sickness, old age or other incapacity to work;

(*d*) The right to receive family allowances on equal terms with men.

2. In order to prevent discrimination against women on account of marriage or maternity, and to ensure their effective right to work, measures shall be taken to prevent their dismissal in the event of marriage or maternity, and to provide paid maternity leave with the guarantee of returning to former employment, and to provide the necessary social services, including child-care facilities.

3. Measures taken to protect women in certain types of work, for reasons inherent in their physical nature, shall not be regarded as discriminatory.

Article 11

1. The principle of equality of rights of men and women demands implementation in all States in accordance with the principles of the Charter of the United Nations and of the Universal Declaration of Human Rights.

2. Governments, non-governmental organizations and individuals are urged, therefore, to do all in their power to promote the implementation of the principles contained in this Declaration.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during November. It granted four applications for certification, rejected two, and denied a request for review of an earlier decision. During the month, the Board received nine applications for certification, and two applications for revocation of previous certifications, and permitted the withdrawal of three applications for certification.

Applications for Certification Granted

1. AM/TV Employees' Association on behalf of a unit of employees in the News, Radio and Television Divisions of A. A. Murphy & Sons Limited, Saskatoon, Sask. (L.G., Dec. 1967, p. 753.).

2. Beverage Dispensers' & Culinary Workers' Union, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union on behalf of a unit of catering employees of Cordner, Hubert, & Bond Limited, Montreal, Que., employed at Clinton Creek, Y.T. (L.G., Dec. 1967, p. 753).

3. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of McKee Moving and Storage Co. Ltd., Saskatoon, Sask. (L.G., Jan., p. 38). Employees of McKee Moving and Storage Co. Ltd., engaged in heavy drayage operations are not included in the bargaining unit.

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Fownes Construction Co. Ltd., North Vancouver, B.C., employed in the installation of water pipes at the Porter Creek subdivision, Mile 921, Alaska Highway, Y.T. (L.G., Jan., p. 38).

Applications for Certification Rejected

1. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Kraus Transport Limited, Toronto, Ont., respondent, and Ronald H. Brown, *et al.*, interveners (L.G., Jan., p. 37). The application was rejected because it was not supported by a majority of the employees in the representation vote conducted by the Board.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Sicotte Transports Ltd., Montreal, Que., respondent (L.G., Dec. 1967, p. 753). The application was rejected after permission for its withdrawal was denied the applicant.

Request for Review Denied

The Board denied a request received from *Syndicat des Employés de Bureau du Port de Montréal* (*CSN*) (National Syndicate of the Port of Montreal Office Employees (CNTU)) seeking a review of the Board's decision of July 17, 1967, which certified the syndicate as the bargaining agent for a unit of employees of the National Harbours Board, Ottawa, Ont employed as office and staff employees i the Port of Montreal. The Board denie the request for a hearing on the groun that there had been full opportunity fo the applicant to present evidence an argument at the hearing in the applicatio of certification held on April 12 and Ma 10, 1967 (L.G., Oct. 1967, p. 642).

Application for Certification Received

1. United Steelworkers of America Local Union 1037, on behalf of a unit o employees of Mount Nansen Mines Lim ited, Vancouver, B.C., employed at Ca macks, Y.T. (Investigating Officer: D. H Cameron).

2. Airwest Employees' Association o behalf of a unit of employees of AirWes Airlines Ltd., Vancouver Airport, B.C (Investigating Officer: D. H. Cameron).

3. Transport Drivers, Warehousemer and Helpers Union, Local 106, Interna tional Brotherhood of Teamsters, Chauf feurs, Warehousemen and Helpers o America on behalf of a unit of drivers helpers and mechanics employed by Qui rion Transport Inc., La Guadeloupe, Que (Investigating Officer: G. R. Doucet).

4. Warehousemen and Miscellaneou Drivers' Union, Local 419, Internationa Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America on behalf of a unit of mail drivers em ployed by John A. Snow, Willowdale Ont. (Investigating Officer: H. A. Fisher)

5. United Steelworkers of America Local Union No. 564, on behalf of a uni of employees of Cassiar Asbestos Cor poration, Clinton Creek, Y.T. (Investigat ing Officer: C. M. Gilmour).

6. Canadian Brotherhood of Railway

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Transport and General Workers on behalf of a unit of unlicensed personnel employed by Elsie Towing Service Limited, North Vancouver, B.C. (Investigating Officer: D. H. Cameron).

7. American Federation of Grain Millers, Local 210, on behalf of a unit of employees of The Ogilvie Flour Mills Company Limited, Midland, Ont. (Investigating Officer: H. A. Fisher).

8. Canadian Union of Public Employees on behalf of a unit of certain production employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

9. National Association of Broadcast Employees and Technicians on behalf of a unit of certain production and technical employees employed by the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Applications for Revocation Received

1. Irvin Knox, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer. The application is for the revocation of the Board's order of December 19, 1966, certifying the respondent union as bargaining agent for a unit of truck drivers employed by Veteran Transfer Ltd. (L.G., March 1967, p. 190).

2. Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (formerly International Union, United Automobile, Aircraft and Agricultural Implement Workers of America), respondent union. The application is for the revocation of the Board's order of January 14, 1957, certifying the respondent union as the bargaining agent for a unit of office and sales employees of the British Overseas Airways Corporation employed at Montreal and Dorval, Que. (L.G. 1957, p. 310).

Application for Certification Withdrawn

1. Federation of Telephone Workers of British Columbia, applicant, and Canadian Telephone and Supplies Limited, Burnaby, B.C., respondent (L.G., Oct. 1967, p. 643).

2. Shaft & Development Workers, Local 1037, International Union of Mine, Mill and Smelter Workers (Canada), applicant, and Mount Nansen Mines Limited, Vancouver, B.C., respondent (employees at Carmacks, Y.T.) (L.G., Nov. 1967, p. 698).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Pettapiece Cartage Limited, Leamington, Ont., respondent, and Stanley Thorpe, *et al.*, interveners (L.G., Jan., p. 38).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available, upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Harm Geert Buiter elected ICFTU General Secretary

Harm Geert Buiter was elected General Secretary of the International Confederation of Free Trade Unions at the 43rd session of the Executive Board of the organization, held in Brussels from October 4 to 6. The new General Secretary succeeds Omer Becu, who retired last spring because of poor health, after a short term of office.

Mr. Buiter had been General Secretary of the European Trade Union Secretariat of the ICFTU member organizations in the six countries of the European Economic Community since 1958. He was born in The Netherlands in 1922. He played an active part in the socialist youth movement, and became chairman of the socialist students union of the University of Amsterdam, where he took a degree in economics.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During November, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. McAllister Towing Ltd., Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: R. L. Fournier).

2. Montreal City and District Savings Bank, and The Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: C. E. Poirier).

3. Active Cartage Limited, Fort Erie, Ont., and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

4. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (Conciliation Officer: C. E. Poirier).

5. St. Charles Transportation Company Limited, Quebec, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian Pacific Air Lines Limited, Vancouver, B.C., and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: C. M. Gilmour) (L.G., Jan., p. 39).

2. Nordair Limited, Montreal, Que., and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 39).

3. *Aeronaves de Mexico, S.A.*, (Toronto and Montreal Offices), and International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B.McRae) (L.G., Dec. 1967, p. 754).

4. Aero Caterers Ltd., Halifax International Airport, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T.Cochrane) (L.G., Jan., p. 39).

5. Canadian Lake Carriers' Association, Montreal, and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1967, p. 698).

6. Canadian Pacific Air Lines Ltd., Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. S. Tysoe) (L.G., Nov. 1967, p. 698).

Conciliation Boards Appointed

1. Robin Hood Flour Mills, Ltd., Port Colborne, Ont., and United Packinghouse, Food and Allied Workers, Local 416 (plant employees) (L.G., Dec. 1967, p. 754).

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland), and Brotherhood of Locomotive Firemen and Enginemen (no conciliation officer previously appointed).

3. Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Jan., p. 39).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Jan., p. 39) was fully constituted in November with the appointment of George A. Keates, Winnipeg, as Chairman. Mr. Keates was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Henry B. Monk, Q.C., and union nominee W. Steward Martin, Q.C., both of Winnipeg.

Board Report Received*

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L.G., Jan., p. 39).

Settlement After Board Procedure*

Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (L.G., Dec. 1967, p. 754).

Strike Action

McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1967, p. 699).

Settlements After Strike Action

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L.G., Jan., p. 39).

2. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L.G., Dec. 1967, p. 754).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full texts published in L.G. Supplement No. 9, 1967.

Legal Decisions Affecting Labour

The Quebec Court of Queen's Bench has ruled that *quo warranto* is not a proper remedy to contest the election of the officers of the Seafarer's International Union of Canada.

The British Columbia Supreme Court has imposed a fine on a union, and imprisonment on union officials for contempt of court.

Legislation Branch

On May 17, 1967, the Quebec Court of Queen's Bench had upheld the decision of Mr. Justice Lafleur of the Quebec Superior Court (September 8, 1965) to the effect that the prerogative writ of *quo warranto* was not a proper remedy to challenge the election of the officers of the Seafarers' International Union of Canada. The Court held that it was for the Board of Trustees of the Maritime Transportation Unions, created under the Maritime Transportation Unions Trustees Act, to determine whether the officers of a union put under trusteeship were competent and duly elected before giving back to them the control of the union. The writ of *quo warranto* could be used to contest an election only in a situation where no other remedy was provided by the law. In the case at bar, however, a defeated candidate for the presidency of the union could submit his grievance to the Board of Trustees, which has all the powers to remedy the situation when necessary.

Circumstances of Dispute

An application for a writ of *quo warranto* was made by the appellant (and applicant), Turcotte, a defeated candidate for the presidency of the Seafarers' International Union of Canada, in order to declare void the election of the president and of 15 other union officers who were elected in various parts of Canada by a ballot held under the supervision of the Board of Trustees of the Maritime Transportation Unions between September 15 and November 15, 1964.

In his request, the appellant maintained that the election was vitiated by threats, intimidation and illegal votes. The Court below rejected the application on the grounds that the applicant had other remedies at his disposal. Specifically, he could have submitted the grievances to the Board of Trustees, which had all the necessary powers to remedy the situation; and, in the absence of any action on the part of the Board, the applicant could have brought an action in the Exchequer Court, the only tribunal authorized to hear any request for mandamus or injunction regarding any action or omission on the part of the Board of Trustees (Sec. 15 of the Trustees Act).

Further, in the opinion of the Superior Court, none of the alleged irregularities were attributed to the officers elected, and the Court ruled that the applicant did not establish any *prima facie* evidence that would justify the granting of the writ of *quo warranto*. The ruling of the Superior Court was appealed.

Mr. Justice Choquette, who rendered the decision of the Court of Queen's Bench, upheld the ruling of Mr. Justice Lafleur for the following reasons:

By enacting the Maritime Transportation Unions Trustees Act in October 1963, the Parliament of Canada placed under trusteeship the Maritime Transportation Unions for the purpose, among others, "to enable the seamen of Canada to assume by peaceful means the democratic management and control of their labour organizations."

Powers of the Board of Trustees

For this purpose, the Act established a Board of Trustees empowered to "manage and control each of the maritime unions and do all things necessary or advisable for the return of the management and control of each of the maritime unions to duly elected and responsible officers of such unions at the earliest date consistent with the national and public interests of Canada" (Sec. 7(1)). The same statute authorized the trustees to "remove or suspend any officer or employee of a maritime union and appoint during pleasure officers and employees of such maritime union" (Sec. 7(2) (d)).

The result of these provisions was that Parliament entrusted the Board of Trustees with the task of determining whether the officers of a union had been "duly

elected and responsible" before giving back to them the management and control of a union, and this power of the Board would come to an end only with the expiry of the Trustees Act.

It is obvious that, for these reasons, the Board of Trustees supervised the conduct of the elections in question, and apparently considered the elections valid.

If the plaintiff had shown the Board of Trustees that irregularities did take place and thereby falsified the results of these elections, the Board of Trustees, in the opinion of Mr. Justice Choquette, thus had power to revoke or suspend the elected officers, to replace them temporarily, and to retain or resume the management and control of the union in question while waiting for the new officers, or the same officers, to be "duly elected."

Quo Warranto not Justifiable

The applicant had done nothing in this respect. He ignored entirely the Board of Trustees and applied directly to the Superior Court. Considering this attitude, it seemed to Mr. Justice Choquette that the Board of Trustees was justified to make the following declaration:

> By this present proceeding, petitioner tends to circumvent the purposes of the Act 12 Eliz. II, ch. 17, and to by-pass the machinery created by Parliament for dealing with the situation in the maritime transportation unions. If it were to be permitted for every seaman in every jurisdiction throughout Canada to take a prerogative writ before the courts of superior jurisdiction in the various provinces, and thereby to by-pass the trustees, the work of the trustees would become impossible and the intentions of Parliament and the purposes of the Act would be frustrated.

Mr. Justice Choquette added that *quo warranto* could not be used as a means to contest an election, except in the case where the legislation did not provide any remedy.

Appeal Dismissed

The Court of Queen's Bench upheld unanimously the judgment of the Court below and refused the application for a writ of *quo warranto*.

Turcotte v. McLaughlin et Autres et Seafarers' International Union of Canada et Autres, (1967) R.J.B.R. No. 8, p. 739.

B.C. SUPREME COURT

On June 19, 1967, Mr. Justice Dohm of the British Columbia Supreme Court, in proceedings for contempt of court, had held the United Fishermen and Allied Workers' Union and its executive board guilty of such contempt on the evidence that the union acting through its officers, while aware that contempt proceedings might follow, took steps to hold a vote of the union members on the question whether or not the union should obey a court order. The Court held such an action a gross contempt of court and fined the union $25,000 and sentenced each of the accused union officers to 12 months imprisonment.

Elements of Contempt

In his reasons for judgment, Mr. Justice Dohm referred to the documentary and verbal evidence which proved that the United Fishermen and Allied Workers' Union, acting through its executive board, consisting of the president of the union, secretary-treasurer and business agent, proceeded to hold a vote of the members of the union on the question of whether or not the union should obey a court order. The accused published also statements and comments that showed a gross and contemptuous interference with the administration of justice in the Province of British Columbia. Mr. Justice Dohm mentioned some of these statements, such as: "Judge or no judge"; "No one person can order the union"; "He can send out 7,000 injunctions." In the opinion of Mr. Justice Dohm, such action was a planned flouting of the Court's authority.

The union and its executive officers were asked to show cause why they should not be committed for this contempt of court, but no cause had been shown and no answer of any kind had been given by the union or its officers for this challenging attitude to the Court.

Mr. Justice Dohm stated that the executive of the union attempted to put the union ahead of the Court by voting whether or not the Court's order should be obeyed, and if allowed, this action would result in chaos. Further, Mr. Justice Dohm added:

> The court order is law until set aside or varied by the courts. The people, through their elected representatives, make the law. The courts, as public servants, enforce the law of the land. No individual, corporation or union can change the law by defying the courts in the execution of their duty.

Canadian Bill of Rights

In answering the argument about the Canadian Bill of Rights, 1960, c. 44, Mr. Justice Dohm pointed out that the elected representatives of the majority of the people of Canada in Parliament reaffirmed in the Canadian Bill of Rights that the freedom of all people and institutions (including unions) is based on the fundamental principle that such freedom is founded on a respect for the rule of law.

After stating that there can be no rights without duties, Mr. Justice Dohm noted that Mr. Justice Tysoe, of the B.C. Court of Appeal, pointed out that the Canadian Bill of Rights emphasizes that all persons in Canada "stand on an equal footing" under the law in Canada. This also means that all individuals, corporations and unions must have a respect for the rule of law.

The evidence indicated also that the union and its executive officers, by using in their activities the words "Contempt next?" had anticipated a contempt proceeding to be taken against them. This would indicate that their course of action was deliberate, and that they knew it was in contempt of court.

According to Mr. Justice Dohm, the illegal actions of the union executive officers brought their own union into disrepute, and were detrimental to the rank and file members, the majority of whom are law-abiding citizens. In the opinion of Mr. Justice Dohm, the voting on whether or not to obey a court order was a most serious interference with the administration of justice, and was calculated to deprive the Court of the power of administering justice. Consequently, it was the duty of the Court to take this action of contempt of court against those involved.

Mr. Justice Dohm noted that no apology to either the public, who are interested in the fair administration of justice, or to the Court had been expressed by the union or its officials. This constituted a contempt criminal in nature and by its incidents.

Fine and Prison Terms

Consequently, Mr. Justice Dohm found the United Fishermen and Allied Workers' Union guilty of contempt of court. He also found the three executive officers of the union guilty of contempt of court.

Regarding the penalties, Mr. Justice Dohm stated that the sentences imposed in Canada up to date for contempt of court did not seem to have a deterrent effect. Being concerned with the deterrent effect of sentences, and considering that in his view the situation at bar constituted a gross contempt of court, Mr. Justice Dohm imposed on the United Fishermen and Allied Workers' Union a fine of $25,000, to be levied on its goods and chattels and assets, and payable forthwith. Further, he sentenced the president of the union, the secretary-treasurer and the business agent, each of them, to imprisonment for a term of 12 months.

Regina v. United Fishermen and Allied Workers' Union, Stavenes, Stevens and Nichol (1967) 60 WWR, Part 11, p. 698; 67 CLLC, para. 14, 058.

Decision of the Umpire Under the Unemployment Insurance Act

CUB 2702

The claimant filed an initial application for benefit on July 7, 1966. He stated that he had last worked as a storekeeper for a maritime and railway terminal at $3.19 an hour, from July 29, 1957 to July 2, 1966, when his employment terminated for the following reasons:

> I was forced to stop working because of the picket line set up . . . at the five entrances leading to our place of work. I completed my shift at 4 o'clock. I was employed in the Dock Terminal department. I am not a member of the union concerned; I belong to the United Steelworkers. I shall return to work as soon as the strike is over.

A Steelworkers local represented all hourly paid employees engaged in production and maintenance at the terminal, except students and other employees excluded under the provisions of the Quebec Labour Relations Act. The collective agreement covering these employees expired on October 23, 1965. Negotiations for a new collective agreement had been under way since then between the employer and the union, but had not reached the conciliation stage when the work stoppage occurred.

The strike was called over working conditions by members of the International Association of Machinists who represented the employees of the railway company using the terminal, and it was they who set up picket lines. Once the lines were established employees of both the railway and the company operating the terminal failed to report for work, for a period lasting 16 days. The grounds and buildings at the terminal are regularly shared by both railway and terminal employees.

According to an IAM spokesman, crossing the picket lines might have been embarrassing for the terminal employees represented by the Steelworkers, for he admitted that, although there was no violence, employees were asked not to go in. If some had insisted on going in, threats could have been made by some of the persons on the picket line. The IAM had issued the following instructions to the pickets of the railway employees:

> 1. Employers, office workers and foremen are entitled to report for work.
>
> 2. The members of the press are entitled to see management at any time.
>
> 3. No passes will be issued to the groups mentioned in 1 and 2 above.
>
> 4. Passes will be issued to members of the unions involved when necessary to allow some of our members to cross the picket line to perform essential services.

The 325 administrative staff employees serving the terminal were not prevented from crossing the picket line and all remained at work. The 300-odd terminal production workers, however, either did not report for work or did not continue working after the picket lines were assembled.

A management spokesman for the terminal affirmed that the employer had not closed the gates and had not declared a lockout, and that, in addition, he had not told his employees not to report for work. On the contrary, the employer asked the night-shift workers, whose shift ended at 8 a.m., to finish loading a ship, but they refused to continue. All operations relating to ship loading and unloading, ore receiving and stockpiling at the maritime and railway terminal were thus at a complete standstill.

The dispute that existed between the railway and the Machinists was settled on July 21, 1966, work resumed on July 22, and the 300-odd employees of the terminal returned to work as soon as the IAM picket line was removed on July 22. Normal production was restored on this date.

Shortly thereafter, the insurance officer informed the claimant that he was disqualified from benefit as of July 6, 1966 because he had lost his employment through a work stoppage at his place of work (Section 63 of the Act).

The claimant then appealed to the Board of Referees. The regional co-ordinator of the United Steelworkers of America, outlined the grounds for the claimant's appeal as follows:

> 1. None of these claimants [the claimant and his fellow employees at the terminal] participated directly in the labour dispute. The dispute opposed the International Association of Machinists and the . . . railway. [The claimants] are members of the United Steelworkers of America and the [terminal which] is their employer. Negotiations between the Steelworkers and the [terminal company] were under way (one meeting even took place during the Machinists' strike), and this local had not even requested the services of a conciliator under the provisions of the Labour Code. However, they were prevented from reporting for work by a very strong picket line on the first morning, and by continued surveillance throughout the duration of the strike. They had good reasons to believe that should they, at any time, have forced the picket lines, serious trouble would have ensued, and they were even justified in fearing for their own safety and that of their families. They therefore refrained from forcing the picket line, but they did not, themselves, take part in the strike. Furthermore, even the foremen told them that, if there was a picket line, they would not be expected to cross it.
>
> 2. None of these members financed the dispute in any way whatsoever.
>
> 3. All union members across the country are indirectly interested in the labour dispute, in one way or another. However, in the present case, it may not be said that the claimants were directly interested, as the dispute involved another employer and another union.
>
> 4. Among the [terminal] employees, "no member" of the grade or class of workers to which the claimants belonged took part in the dispute, financed it, or was directly interested in it. . . . The only workers on strike at that time . . . were those at the mines. . . . This could not prevent work from being available for our group, as there were several million tons of ore stockpiled in the yard. . . .

A subsequent statement by the insurance officer to the Board of Referees reads as follows:

> When the claimant lost his employment because of the dispute which existed at his place of employment,

there was still work available for him, and for all the other workers employed at the same place. [The Act states:] "An insured person may not receive benefits if he has lost his employment by reason of a stoppage of work attributable to a labour dispute at the place at which he is employed."

It has been shown that the [terminal] employees were not directly interested in the outcome of the dispute. However, they became participants in it as their failure to make any serious attempt to cross the picket lines amounted, under the circumstances, to a positive and voluntary act of participation which strenghtened the cause of the strikers (CUB 1109) (L.G. 1955, p. 334).

It has been alleged that the [terminal] employees who chose not to cross the picket line at the place where the [railway] employees were on strike did so through fear of violence.

If the fear of violence did exist in the minds of the workers, it was not justifiable, as there was no sign that physical force was being used to prevent workers from reporting for work or from continuing to work.

The Board of Referees heard the appeal and unanimously decided to confirm the disqualification from benefit imposed by the insurance officer. Its decision reads, in part, as follows:

The Facts

The claimant is a member of the United Steelworkers of America, which represents the hourly paid employees of the [terminal company].

The employees of the [railway] are members of the International Association of Machinists.

. . . There was a stoppage of work attributable to a dispute between the [railway] and its employees, whose representative, the International Association of Machinists, initiated the strike and in fact, the same day, at 7 a.m., a picket line was set up at the main entrance to the place of unemployment.

In his appeal to the Board of Referees, the claimant alleges that he did not try to return to work through fear that acts of violence would ensue if he attempted to cross the picket line; he also alleges that he was not interested in the dispute, that he was not a member of the union involved, i.e., the International Association of Machinists, and that he did not participate in the strike.

Evidence and Grounds for Decision

Evidence is that, at the time of the work stoppage, not only the International Association of Machinists, but also the United Steelworkers of America, and at least a third labour union, were negotiating new collective agreements with the employers. No employee . . . seriously attempted to cross the picket line to return to work.

The place where the claimant and the other employees covered by the present decision were working, was part of a vast complex, with a main entrance giving access to all parts, while remote secondary entrances gave access to the station, the railway and the dock.

The morning on which the strike began, the witness heard at the hearing . . . himself noted the presence of employees belonging to the United Steelworkers of America among the pickets. To his knowledge, there were no serious attempts on the part of the employees belonging to any of the unions involved to cross the picket line; there were no acts of violence either; no threats were made, and everything went off peacefully; none of the manifestants was armed; all the pickets carried were placards. However, it was impossible to identify the pickets or the employees as belonging to one union or the other. . . .

The Board of Referees concluded that:

• a stoppage of work attributable to a labour dispute occurred at the factory where the claimant was employed;

• the claimant and his union participated and are directly interested in the dispute, because no employee returned to work, no matter which union he belonged to, and because the pickets did not let any union members pass, irrespective of the union or rank or class of workers they belonged to;

• if there had not been at least a tacit understanding between the striking union and the other unions, how could one explain that no other union member attempted to cross the picket line to return to work, or that the pickets refused to let any union members cross the picket line, no matter what type of work they performed or the union to which they belonged;

• the Board was of the opinion that it is not a mere coincidence that when the work stoppage occurred, not only the International Association of Machinists, but also the United Steelworkers and another labour union were negotiating collective agreements with the employers; whether it is admitted or not, the effect of this was to exert, during the bargaining period when all the unions were concerned, undue pressure on the employers;

• as for the grounds alleged by the claimant for refusing to cross the picket line, it would have been easy for him, if he had truly not been interested, or if the unions had not participated in the strike, to present himself at the picket line, to identify himself as belonging to the United Steelworkers, and to return to work;

• the mere presence of a picket line cannot be considered as a threat; for the claimant to be successful in proving this point, he would have to show that threats were made and that he had reasonable and convincing grounds to believe that they would be carried out; and

• furthermore, the burden of proof was on the claimant, and there was cause to apply the legal principles outlined in this respect in a relevant decision of the Umpire, CUB 1906 (L.G. 1962, p. 232).

For these reasons, the Board unanimously decided that the claimant (and the other claimants) had lost his employment by reason of a stoppage of work attributable to a labour dispute.

On January 10, 1967, Local 5569 of the United Steelworkers of America appealed to the Umpire and, on February 20, 1967, the insurance officer submitted a statement of observations.

The Union requested a hearing which the Umpire held at Ottawa, on May 24, 1967. Andy Andras, of the Canadian Labour Congress, represented the union and the Unemployment Insurance Commission was represented by one of its solicitors, Yves Pigeon. Also in attendance were Guy R. Genest, personnel superintendent of the Iron Ore Company of Canada, and Gaetan Ross, Secretary of Local 5569 of the United Steelworkers of America.

Considerations and Conclusions

The Umpire declared that the evidence, which had not been contested, was that the claimant had lost his employment by reason of a work stoppage attributable to a labour dispute at the place where he was employed. Because the relevant section of the Act therefore applied in his case, and as it has been admitted by various persons that neither he nor any member of his rank or class of workers financed the dispute or was directly interested in it, the only question which remained to be decided was the extent of the workers' participation.

The Umpire pointed out that, on the basis of the evidence, and on the jurisprudence established by the Umpire in several earlier decisions, in particular CUB 1906, the Board of Referees had unanimously concluded that the claimant had failed to prove in a satisfactory manner that he and other members of his rank or class of workers had not participated in the labour dispute.

He added that careful examination of all the evidence on file had provided ample proof to justify the conclusions, in fact and in law, of the Board of Referees.

For these reasons, he dismissed the Union's appeal.

Cases Nos. 83 to 88

Canadian Railway Office of Arbitration Releases Decisions in Six Disputes

Six separate disputes, concerning a ardman's claim for overtime, a baggage- an's claim for mileage, a spare freight onductor's two claims for deadheading, ainmen's and yardmen's claims for eneral holiday pay, and two locomotive ngineers' claims for 100 miles, were dealt ith by the Canadian Railway Office of rbitration at hearings in Montreal on ovember 13, 1967.

The arbitrator disallowed the em- loyee's claims in four cases and allowed em in two, ordering that the necessary djustments be made. Summaries of the ix cases, Nos. 83, 84, 85, 86, 87 and 88, ollow.

CASE NO. 83

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a yardman's claim for time and a half pay for shift work assigned after his regular work was finished.

A yardman finished his regular shift nd was called to work as a foreman on nother shift the same day. After com- leting this second assignment, he went ack to his regular assignment the next ay. He was paid at pro rata rates for the hift worked as foreman. A claim for ime and a half for his regular tour of uty was refused by the company.

The brotherhood stated that the com- any's refusal was a violation of the first aragraph of an article of the Yard Rules. his article reads: "Except as provided n the second paragraph of this clause, ard foreman or helper assigned to egular shifts who is required to work in xcess of eight consecutive hours or who s required to commence work on a se- ond tour of duty within twenty-four ours of the starting time of the preceding hift, paid for at pro rata rate, will be aid for time worked in excess of eight ours continuous service and for the econd tour of duty at one and one half mes the pro rata rate."

The company claimed that this article id not apply to the yard foreman or elper, who is required to work a second our of duty in another grade of service ithin 24 hours of the beginning of the receding shift. It claimed that the article as referring to work in the same grade f service.

The arbitrator believed that the words "in excess of eight consecutive hours" could be ignored. He said that the paragraph provides that "a yard foreman or helper" required "to commence work on a second tour of duty within 24 hours of the starting time of the preceding shift" is to be paid for the second tour of duty at one and a half times the pro rata rate. He said that there was nothing in the wording of the section to limit the application of the provision to those who have served the previous tour of duty in the same classification.

The arbitrator stated also that the unqualified language used in the first paragraph indicated an understandable agreement for payment for the extra effort involved because of not having 16 hours of freedom after a helper or a foreman has completed one eight-hour tour of duty. "For these reasons the claim must succeed," he said. And he urged that the necessary adjustment be made without delay.

CASE NO. 84

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a baggagemen's claim for mileage to make up a deficit in the monthly guarantee owing to general holidays.

A baggageman submitted claims for mileage for the months of January, May and November, 1966. A general holiday had occurred in each of these months, and he needed a certain number of miles to make up the monthly guarantee of 4,594 miles. General holiday payments were applied against the monthly guarantee, and he was paid an amount equivalent to 150 miles for each holiday.

The brotherhood contended that, in using a general holiday payment to make up a monthly guarantee, the company had violated a section of the agreement that states: "Mileage made by regularly assigned passenger crews other than their regular trips on their assigned runs will not be used to make up their monthly guarantee. Overtime, switching, initial and final terminal time will not be used to make up the monthly guarantee."

They pointed to another clause of the same article, which reads: "Regularly assigned passenger trainmen, who are ready for service the entire month and who do not lay off of their own accord, shall receive not less than the monthly guarantee . . . ."

The brotherhood contended that passenger monthly guarantees are intended to relate to the actual road miles run by passenger trainmen on their regular assigned runs, and that payment for a general holiday did not come within that category.

The company contended that payment for a general holiday is a premium payment in an agreed amount and is not for mileage made by a trainman or crew. To support this reasoning, they quoted a second article of the agreement that clearly specifies that an employee shall be paid "an amount equal to his earnings . . . exclusive of overtime," of the tour of duty, or trip worked prior to holiday, and that this payment is not for the trip but for the general holiday.

The arbitrator believed that the first article cited by the brotherhood spelled out those payments that do not make up the monthly guarantee. No reference was made to holiday pay, he said, and this is a perfect example of the principle that the specific mention of one thing implies the exclusion of another.

He contended that the time to exclude holiday pay from the monthly guarantee was at the time the Memorandum of Agreement concerning holidays was being negotiated. This was not done, he said, and therefore the claim must succeed, and the proper adjustments had to be made.

CASE NO. 85

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen about the claim of a spare freight conductor for payment for deadheading.

This conductor took the place of a regular passenger train conductor on a run from Moose Jaw to Medicine Hat. On completing the run he was told that the regular conductor would be available for the return trip from Medicine Hat to Moose Jaw, and he was required to deadhead back to Moose Jaw.

The trip back to Moose Jaw was through Swift Current, and on the ground that his first deadhead movement was from Medicine Hat to Swift Current, which was the western limit of his promotion territory and the recognized away-

from-home terminal for Moose Jaw crews, the spare conductor claimed the minimum day's payment of eight hours at 12½ miles an hour (total 100 miles) for the trip from Medicine Hat to Swift Current, and payment for another day (100 miles) from Swift Current to Moose Jaw, which was his home terminal. The company rejected the claim and paid him for one day (100 miles), on the ground that the trip from Medicine Hat to Moose Jaw was a continuous one, entitling the conductor to payment for one minimum day only. The actual time required for the trip was 5 hours and 58 minutes.

The relevant article of the agreement relied on by the claimant read, in part, "Trainmen required by the company to deadhead from one terminal to another, irrespective of the manner in which the deadheading is done, shall be paid on the basis of 12½ miles per hour at the through freight rate for the actual time occupied. Time to be calculated from time ordered for until arrival at objective terminal . . . not less than eight hours will be paid . . . ."

The real issue of the dispute was whether, for the purposes of this case, Swift Current was, or was not, to be considered a terminal. The company contended that the conductor was not, on this trip, in unassigned freight service—as it appears he ordinarily was. Therefore, terminals related to crews in such service were not applicable when he deadheaded from Medicine Hat to Moose Jaw, the points between which he had run when relieving in assigned passenger service. These two points were the terminals, designated by bulletin, of the passenger run in question. In relieving the passenger train conductor, the freight conductor took on the conditions applying to the former's assignment, the company said.

In his award the arbitrator said that the term "objective terminal" applied particularly to the words "required by the company to deadhead from one terminal to another." On this occasion, "the company did not require [the conductor] to return to Swift Current. It was only a station through which he passed en route to his prescribed destination, namely Moose Jaw. In other words, he was en route from one terminal, Medicine Hat, to another terminal, Moose Jaw. In my opinion, he was paid properly in accordance with that trip."

The claim was therefore disallowed.

CASE NO. 86

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen about the claims of a spare conductor for payment for deadheading.

The spare conductor was required to deadhead from Calgary to Swift Current to relieve a regular conductor who had booked off on his wayfreight assignment. The spare conductor was working as a brakeman on a mixed train assignment, and as he was the senior qualified conductor not working as such, in accordance with the agreement he was ordered to deadhead to Swift Current to take the place of the regular conductor.

On his deadhead trip, he went through Medicine Hat, and on the ground that Medicine Hat was a home terminal for freight and passenger crews working east or west from that point, he claimed payment for two days, one day from Calgary to Medicine Hat and another day from Medicine Hat to Swift Current. He made a similar claim when he deadheaded back after having finished his assignment. The actual time it took to make each trip was six hours. In making payment, the company treated each trip as one day only.

The arguments used by both company and union in this case were similar to those used in Case No. 85, from which it differed only in detail. The company contended that terminals for unassigned crews were not necessarily the same as the terminals for crews in assigned service, and vice versa. Medicine Hat was a terminal for crews in unassigned service, but not for assigned crews. The brakeman was in assigned service before he relieved the conductor, and he was still in assigned service when he acted as a relief conductor, the company said. He was therefore not entitled to claim that Medicine Hat was a terminal.

Applying similar reasoning to that which he had used in Case No. 85, the arbitrator said that deadheading had been specially provided for by the parties, and that "the term 'terminal' used in that provision must be considered in the light of the requirement for the trip, not the terminals that apply to crews operating in assigned or unassigned service."

The claim was disallowed.

CASE NO. 87

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over the claims of trainmen and yardmen in Moose Jaw and other places for general holiday pay for Dominion Day on July 1, 1967.

Before the Dominion Day general holiday, the company had posted bulletined instructions to all employees to the effect that the federal Government was observing Monday, July 3, as the Dominion Day holiday and that this day would be recognized as the holiday under the collective agreements governing operating and non-operating employees.

Identical articles were quoted from th trainmen's and yardmen's agreemen which said that Dominion Day an certain other general holidays would, they happened to fall on a Sunday or Saturday, be observed on the day substi uted by the federal Government.

The union contended that the federa Government had not substituted July for July 1 as the day to be observed a Dominion Day when it proclaime July 3 as a holiday, and it according claimed general holiday pay for July A copy of the official proclamation, de claring that July 3, 1967 should be ob served as a public holiday throughou Canada, was produced, and it wa argued that it contained no reference t July 3 as having been substituted fo July 1, or to its being celebrated a Dominion Day. It was also argued tha the Dominion Day Act provided onl that if July 1 fell on a Sunday, July would be observed as Dominion Da No reference was made to the day falling on a Saturday.

The company contended that the federa Government had substituted July 3 fo July 1 as Dominion Day. Observance an substitution were one and the same thin in this case, it argued. It also pointed ou that the other running trades unions o the Canadian National, the Canadia Pacific and all other railways, whos general holiday rules were identical wit those that applied to Canadian Pacifi trainmen, had recognized July 3 as th holiday.

Furthermore, the Brotherhood of Train men had itself recognized July 3 as th holiday for trainmen and yardmen o all railways except the Canadian Pacifi under identically worded rules. July had also been recognized by all union representing non-operating employees o all railways in Canada.

If the trainmen had observed th Dominion Day holiday on the Saturday they would have observed it on a differen day from that observed by all othe railway employees, the company said This would have resulted in "the ab surdity" of having the train or yard crew on duty without an engine crew on on day, and the engine crew on duty withou a train or yard crew on another day Freight and express sheds, as well a industry in general would also have bee closed down on the day when train an yard crews were on duty.

The company quoted the decision o the Canadian Railway Office of Arbitra tion in Case No. 3 as saying, "It is . . cardinal rule of interpretation that n instrument should be construed in a manner that would bring about an absurd result . . . .", (L. G. 1965, p. 825)

The arbitrator said, "Having regard t

he confused result outlined that would e created between these employees and thers with whom they daily work, to void the 'absurdity' that would follow, e believe the word 'substituted' should e modified so as to read as pertaining o the purpose of the provision, namely, he general observance of the holiday."

He said it was clear that the federal Government had issued instructions that pplied to all civil servants that Dominion Day 1967 would be observed on Monday, uly 3. This, he thought, was "incidental o the general recognition throughout Canada that July 3 was the day on which o celebrate Dominion Day". All the rotherhoods with the same provision ad, with this one exception, recognized nd celebrated July 3 as Dominion Day. The claim was disallowed.

CASE NO. 88

Dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers over claims for 100 miles submitted by locomotive engineers when they were used beyond the bulletined limits of their road switcher assignments.

An engineer was required on four occasions to operate a road switcher assignment beyond the limits indicated in he bulletin. The same thing happened with another engineer on one occasion. Both men submitted claims for payment or 100 miles on each occasion, and the ompany declined payment of the claims.

Since all the claims rested on the same easoning one claim was taken by the rbitrator as typical. An assignment was ulletined as follows: "Road switcher—Montreal—Laprairie—St. Constant (to perate to St. Remi if required) light to Laprairie."

On the occasion in question, the engineer was required to move cars from St. Isidore Junction to St. Isidore and eturn, a distance of four miles one way. He submitted a claim for an additional 00 miles for that portion of the trip, on he ground that St. Isidore Junction and St. Isidore were not mentioned in the ulletin establishing the assignment.

The company contended that road witcher service was peculiar because it equired that the company adjust its ervices to the varying needs of customers, ithout being "subject to unrealistic enalties." This type of service was kened to that performed in a yard ssignment, except that a road switcher perated outside switching limits and ver a larger territory. It followed, therefore, that a road switcher was subject o many variables; and because of this, bulletin could not possibly cover all ontingencies.

"Of considerable importance to this problem," said the arbitrator, "is the unrefuted statement for the company that no provisions in the collective agreement require that assignments of any type be bulletined in a specified or precise manner. It was deemed of value, however, to facilitate engineers making a selection of assignments that the bulletin should describe the territory normally expected to be covered by the assignment, to identify the type of service contemplated, to designate days of operation, to name initial and final terminals and to indicate anticipated departure and arrival times.

"It was stressed that a bulletin is not intended as a contractual document that would override the special provisions," such as one contained in an article of the agreement that said, "Engineers assigned to road switcher service operating on a turn-around basis within a radius of 30 miles from the shop track switch at the initial terminal will be compensated . . .;" or another article which said that engineers might be "run in and out and through their regularly assigned initial terminal without regard for rules defining completion of trips . . . ."

There was no doubt that when the engineer had worked from St. Isidore Junction to St. Isidore and back, the movement was within the radius of 30 miles, the arbitrator said. For this claim to succeed, the agreement would have to contain something limiting service to what was contained in a bulletin, and at present there was no such provision. In order to prove that the agreement had been violated, it would be necessary to show that the duties involved went beyond a radius of 30 miles.

For these reasons the claim was disallowed.

Newfoundland Shipping Adopts Labour Code

The Newfoundland shipping industry started on January 1, 1968 to bring itself under the hours of work provision of the Canada Labour (Standards) Code.

An Order-in-Council, stemming from recommendations made by Judge Charles J. A. Hughes, Fredericton, N.B., will bring the industry fully under the hours of work standard by January 1, 1974. Judge Hughes was appointed as a Commission of Inquiry by the Minister of Labour to inquire into the question of applying Part I of the Code (Hours of Work) to this industry. The appointment followed the granting of an order suspending the operation of Part I for a period ending December 31, 1967, after consideration of representations made by employers in the Newfoundland shipping industry.

Maximum hours are set at 48 a week, with overtime paid at not less than time and one half of regular wages for hours worked in excess of eight in a day and 40 in a week. The standard and maximum hours may be averaged over a period of two or more weeks.

The other three parts of the Code, which have to do with minimum wages, annual vacations and general holidays with pay, are already in effect in the industry.

Insurance Registrations and Other UIC Statistics

On September 30, 1967, insurance books or contribution cards had been issued to 4,826,403 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 395,294, a decrease of 1,219 since August 31.

During September there were 11,854 investigations conducted by enforcement officers across Canada. Of these, 8,981 were spot checks of claims to verify the fulfilment of statutory conditions, and 1,003 were miscellaneous investigations. The remaining 1,870 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 293 cases, 80 against employers and 213 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 608.*

Revenue received by the Unemployment Insurance Fund in September totalled $37,959,998.56 compared with $45,026,391.02 in August and $34,981,469.09 in September 1966.

Benefits paid in September totalled $15,771,587.82 compared with $16,848,719.57 and $12,264,891.19 in September 1966.

The balance in the Fund on September 30 was $322,754,427.07 compared with $300,566,016.33 on August 31 and $225,890,402.04 on September 30, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the Department of Labour Library

List No. 227

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-ninth Annual Report for the Year ended December 31, 1966.* Edmonton, 1967. Pp. 29.

2. ATLANTIC DEVELOPMENT BOARD. *Annual Report for the Fiscal Year, 1966-67.* Ottawa, Queen's Printer, 1967. Pp. 54.

3. CANADA. CIVIL SERVICE COMMISSION. *Annual Report of the Commissioners. Rapport annuel des commissaires.* 1966. Ottawa, Queen's Printer; Imprimeur de la Reine, 1967. Pp. 43.
Text in English and French.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1966. Conditions de travail dans l'industrie canadienne. Report; Rapport No. 10.* Ottawa, Queen's Printer; Imprimeur de la Reine, 1967. Pp. 211.
Text in English and French.

5. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Labour Standards in Canada.* December 1966. Ottawa, Queen's Printer, 1967. Pp. 76.

6. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector of Factories, 1966.* London, HMSO, 1967. Pp. 161.

7. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector on Industrial Health, 1966.* London, HMSO, 1967. Pp. 88.

8. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April 1967.* London. HMSO, 1967. Pp. [312].

9. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1966.* Toronto, 1967. Pp. 80.

10. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1966.* Toronto, Queen's Printer, 1967. Pp. 24.

11. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1966.* Charlottetown 1966 [i.e. 1967]. Pp. 21.
Report year ends December 31st.

12. U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. *First Annual Report, 1965/66.* Washington GPO, 1967. Pp. 64.
Report year ends June 30.

Automation—Labour Aspects

13. INTERNATIONAL LABOUR OFFICE. *Automatic and Non-manual Workers.* Geneva, 1967. Pp. 113.
"This study was carried out by Kenneth F. Walker. . . ."
Among other things, this study examines the ways in which workers and their organizations have reacted to automatic and to specific problems arising from automation such as redundancy, retraining, relocation, changed working conditions and job content.

14. INTERNATIONAL LABOUR OFFICE. *Manpower Adjustment Programmes: 1. France, Federal Republic of Germany, United Kingdom.* Geneva, 1967. Pp. 207.
For each of the three countries studied information is given concerning the following: economic background, programs to maintain full employment, programs to prevent job loss, assistance to workers who lose their jobs, meeting the problem of new occupational requirements, changes in working conditions, and new approaches in labour-management relations.

15. LAVE, LESTER BERNARD. *Technological Change its Conception and Measurement.* Englewood Cliffs, N.J. Prentice-Hall, 1966. Pp. xx, 228.

16. ZAGORIA, SAM. *Working with Automation.* [Washington, U.S. Dept. of Labor, Manpower Administration 1967]. Pp. 34.
"Condensed transcript of the seminar held in Washington D.C., October 13, 1966."
Mr. Zagoria, a member of the National Labor Relations Board, talked about the human aspects of automation, that is, what happens to the worker whose job is affected by automation.

Civil Service

17. CORSON, JOHN JAY. *Men near the Top; filling Key Posts in the Federal Service,* by John J. Corson and R. Shaw Paul. Baltimore, Johns Hopkins Press [1966]. Pp. xvii, 189.
This book describes what top-level career civil servants do, how they carry out their work, and what skills and talents are required. It also examines how to sustain and increase the quality of this group and how to maintain a reservoir of capable young people.

18. KRISLOV, SAMUEL. *The Negro in Federal Employment; the Quest for Equal Opportunity*. Minneapolis, University of Minnesota Press, c1967. Pp. 157.

The author, a professor of political science at the University of Minnesota, based this study on interviews conducted between 1963 and 1965 in U.S. government departments and agencies supervised by the President's Committee on Equal Employment Opportunity. This book "surveys the history of Negro employment in the [U.S.] federal civil service, the effect of World Wars I and II on such employment opportunity, federal organizational arrangements for promoting Negro employment, the record of several of the principal federal departments in employing Negros, and the present situation and problems in Negro employment under civil service."

Conferences

19. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and Their Administration; Proceedings, 49th Convention . . . New Orleans, La., July 25-28, 1966*. Washington, GPO, 1967. Pp. 229.

20. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Proceedings of Convention, Victoria, British Columbia, September 11-15, 1966*. [Little Rock, Ark., 1967]. Pp. 318.

21. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Nineteenth Annual Winter Meeting, San Francisco, December 28-29, 1966*. Edited by Gerald G. Somers. Madison, Wis. c1967. Pp. 399.

Papers were presented under these topics: Critical evaluation of three manpower reports. Current confrontations in labor law. European experience with incomes policy. Technology, information, and management organization. Manpower imbalances as full employment is approached. Evaluating the war on poverty. New questions for collective bargaining. Dissertation research [Six people presented papers on their doctoral dissertation research].

Economic Conditions

22. ALBERTA. DEPARTMENT OF INDUSTRY AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of St. Paul*. Rev. April, 1967. Edmonton, 1967. Pp. 18.

OECD

The following Economic Surveys were prepared and published by the Organization for Economic Co-operation and Development in Paris in 1967.

23. *Austria*. Pp. 33.

24. *Denmark*. Pp.36.

25. *France*. Pp. 44.

26. *Germany*. Pp. 43.

27. *Greece*. Pp. 52.

28. *Ireland*. Pp. 33.

29. *Netherlands*. Pp. 60.

30. *Sweden*. Pp. 42.

Great Britain — Royal Commission

The following four Research papers were prepared for the Royal Commission on Trade Unions and Employers' Associations.

31. FOX, ALAN. *Industrial Sociology and Industrial Relations: an Assessement of the Contribution which Industrial Sociology can make towards understanding and resolving Some of the Problems now being considered by the Royal Commission*. London, HMSO, 1966. Pp. v, 34.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 3.

32. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Productivity Bargaining. Restrictive Labour Practices*. London, HMSO, 1967. Pp. vi, 67.

Research Paper No. 4 prepared for the Royal Commission on Trade Unions and Employers' Associations.

A "productivity bargain" may be broadly described "as an agreement in which advantages of one kind or another, such as higher wages or increased leisure, are given to workers in return for agreement on their part to accept changes in working practice or in methods or in organization of work which will lead to more efficient working." The term "restrictive labour practice" may be defined as 'an arrangement under which labour is not used efficiently and which is not justifiable on social grounds.' The first paper deals with productivity bargaining as an aid to the study of problems of restrictive labour practices and methods of using manpower more effectively. The second paper analyzes restrictive labour practices and the problems surrounding them.

33. HUGHES, JOHN. *Trade Union Structure and Government. Pt. 1. Structure and Development*. London, HMSO, 1967. Pp. 56.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 5.

This paper deals with structural problems and developments, interunion relations, and the activites of federations of trade unions.

34. MARSH, ARTHUR IVOR. *Disputes Procedures in British Industry*. London, HMSO, 1966. Pp. x, 27.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 2, pt. 1.

"In this paper Mr. Marsh discusses the general functions of disputes procedures in industrial relations systems and outlines the general features of such procedures in Britain together with some issues relating to them which are at present under consideration."

Income

35. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Prices and Incomes Policy after 30th June 1967*. London, HMSO, 1967. Pp. [8].

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affaires."

36. SMITH, DAVID CHADWICK. *Incomes and Wage-Price Policies, Some Issues and Approaches*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1967. Pp. 107.

"This publication is a reprint of Chapters 1, 2, 3 and 9 of a study by David C. Smith, *Incomes Policies: Some Foreign Experiences and Their Relevance for Canada* (Economic Council of Canada. Special Study No. 4, 1966)."

Deals with the meaning of incomes policy, the case for one, the problems in devising one, and the desirability of an incomes policy for Canada.

Industrial Disputes

37. CHRISTIE, INNIS M. *The Liability of Strikers in the Law of Tort; a Comparative Study of the Law in England and Canada*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1967. Pp. xxii, 198.

Contents: Background to the case law. Statutory restrictions on picketing: the development of the law of watching and

besetting in England and Canada. Civil liability for conspiracy. Inducting breach of contract in trade disputes: development of the law in England and Canada. Liability for interference with rights to trade and livelihood: the trend of judicial creation. Conclusions, observations and a suggestion.

Labour Organization

38. GARNEL, DONALD. *Teamsters and Highway Truckers in the West: the Evolution of Multiemployer Bargaining in the Western Highway Trucking Industry.* Ann Harbor, Mich., University Microfilms, 1967. Pp. vii, 682.

Thesis (Ph.D.) — University of California, Berkeley, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms . . ."

"The main hypothesis of this dissertation is that areawide bargaining and wage uniformity, and organizations created to make these possible, were an inevitable concomitant of the economic growth of the intercity trucking industry." This study is restricted to the eleven western states of the U.S. and covers the period from 1935 to 1942 primarily.

39. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *How Your Union works.* [Rev. ed.]. Brussels, 1966. Pp. 127.

Contents: The branch. The officers. Trade union finance. Membership records. Spending unions funds. Check-off. Shop stewards. Collective bargining. Trade union research.

40. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Eighth World Congress, Amsterdam, 7-15 July 1965; including the Report on Activities and the Financial Reports for 1962-1964.* Brussels, 1965. Pp. 854.

41. MARTIN, R. M. *Whitecollar Unions of Australia.* [Sydney, Australian Institute of Political Science, 1967?]. Pp. 40.

Scientists

42. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Training of and Demand for High-Level Scientific and Technical Personnel in Canada.* Paris, 1966. Pp. 126.

Contains observations and conclusions of OECD examiners. Contents: Basic facts about Canada. Factors which influence the development of higher education. Problems of expansion in higher education. Need for development of post-graduate studies. Research and development. Conclusions and topics for discussion. Summary of the confrontation meeting [between the OECD examiners and the Canadian delegation].

Wages and Hours

43. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadian Wage Behaviour in the Postwar Period.* Ottawa, 1967. Pp. 119.

"A graphic presentation."

This chart book shows Canadian labour income, both wages and salaries, during 1965. Contents: Labour income. Distribution of income. Wages, production and productivity. The current picture by industry. The current picture by region and province. Regional wage differences and the influences of employment distribution. Industry trends 1949 to 1965. Manufacturing wage and salary trends, 1949 to 1965. Wages and salaries compared and analyzed. Skill differentials. Professional and executive salaries. Negotiated wage increases. Source tables. List of tables.

44. DOOLEY, ARCH R. *Wage Administration and Worker Productivity* [by] Arch R. Dooley [and others]. New York, J. Wiley, 1964. Pp. 219.

"This book is part of a series composed of materials employed in the required Production course in the MBA Program of the Harvard Graduate School of Business Administration." Case studies describe production-management problems and students are asked to place themselves in the position of the manager responsible for solving the problem described. Cases in this book are grouped under five headings: Basic concepts; Choice of wage systems; Worker relations, wages and productivity; Sharing productivity; Technological changes and wages.

Women

45. ALBERTA. WOMEN'S CULTURAL AND INFORMATION BUREAU. *Laws of Interest to the Women of Alberta.* Revised to January, 1968 [sic. Edmonton, 1967]. Pp. 24.

46. CAIN, GLEN GEORGE. *Married Women in the Labor Force; an Economic Analysis.* Chicago, University of Chicago Press, 1966. Pp. 159.

A study of the "economic determinants of the labor force participation of married women" in the U.S.

47. CHOMBART DE LAUWE, PAUL HENRY. *Images de la femme dans la société; recherche internationale sous la direction de Paul-Henry de Lauwe.* Paris, Editions ouvrières [1964].

"Textes . . . ont été présentées . . . dans la Revue des sciences sociales de l'UNESCO."

48. DINGWALL, ERIC JOHN. *The American Woman; an Historical Study.* London, G. Duckworth & Co. Ltd. [1956]. Pp. 286.

This book is ". . . an attempt to analyze the varied statements that have been made about [the American woman] by native and foreign authors, to interpret the many views expressed and to fit them into a general picture. . . ." The author is a British anthropologist.

49. POLITICAL AND ECONOMIC PLANNING. *Women and Top Jobs; an Interim Report.* London, 1967. Pp. 81.

"A PEP report."

"This Report sets out the main lines of a study of women's prospects of reaching senior posts in Britain in industry, commerce, the professions and the public service now being carried on by PEP, with the collaboration of the Tavistock Institute and support from the Leverhulme Trust."

Miscellaneous

50. CLACK, GARFIELD. *Industrial Relations in a British Car Factory.* Cambridge [Eng.]. University Press, 1967. Pp. 100.

The author spent several months as an hourly-paid worker in a car assembly plant in the Midlands of England. He was able to observe the trade union structure and industrial relations and the machinery for settling industrial disputes in the plant.

51. ECONOMIC COUNCIL OF CANADA. *Interim Report, Consumer Affairs and the Department of the Registrar General.* Ottawa, 1967. Pp. 53.

This interim report looks at "the existing activities of the federal government which protect and promote the interests of consumers, the organization of these activities within the federal government, and their relation to the existing activities of other levels of government, business organizations and consumer organizations."

52. FIRESTONE, OTTO JACK. *The Economic Implications of Advertising*. Commissioned by the Institute of Canadian Advertising. Toronto, Methuen, 1967. Pp. 210.

In its original mimeographed form this study, commissioned by the Institute of Canadian Advertising, was submitted as a separate brief to the Special Joint Committee of the Senate and House of Commons on Consumer Credit (Prices) on December 13, 1966. It was not included in the Committee Proceedings. Some minor adaptations have been made. Contents: Definition. Advantages. Disadvantages. Expenditures. Comparison. Stability. Productivity. Quality. Innovation. Investment. Consumer. Costs. Payment. Inflation. Competition. Tax. Findings. Implications.

53. GRAY, JAMES HENRY. *The Winter Years; the Depression on the Prairies*. Toronto, Macmillan of Canada, 1966. Pp. 220.

Mr. Gray, who worked as a reporter on the Winnipeg Free Press during much of the period he describes, tells what it was like to live in Winnipeg, and in the Prairie Provinces during the 1930's.

54. GREENBERG, JOANNE. *The Monday Voices, a Novel* [1st ed.]. New York, Holt, Rinehart and Winston [1965]. Pp. 286.

A novel about the work of a rehabilitation counselor in a State Department of Vocational Rehabilitation.

55. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1967. 2 vols.

At head of title: Report 1 (Part 1-2). International Labour Conference. Fifty-first session. Geneva, 1967.

Contents: Pt. 1. Non-manual workers: problems and prospects. Pt. 2. Activities of the I.L.O., 1966.

Supplement: *Fourth Report of the Working Party of the Governing Body of the International Labour Office on the Programme and Structure of the I.L.O.* Geneva, 1967. Pp. 83.

At head of title: Report 1 (Part 2) Supplement. International Labour Conference. Fifty-first session, Geneva, 1967.

56. KYDD, SAMUEL, H.G. *The History of the Factory Movement*, by Alfred (Samuel H.G. Kydd). New York, A.M. Kelley, 1966. 2 vols.

Reprint of the work first published in 1857.

This work concerns the British working class from 1802 until the enactment of the Ten Hours' Bill in 1847.

57. NATIONAL FEDERATION OF AUSTRIAN SOCIAL INSURANCE INSTITUTIONS. *Social Security in Austria according to the Legal Provisions in Force in the Middle of 1966*. [Vienna, 1967 ?]. Pp. 134.

58. UNIVERSITIES-NATIONAL BUREAU COMMITTEE FOR ECONOMIC RESEARCH. *Transportation Economics; a Conference of the Universities-National Bureau Committee for Economic Research*. New York, Columbia University Press, 1965. Pp. 464.

"A report of the National Bureau of Economic Research, New York."

Partial contents: Transport costs, pricing and regulation. Airline costs and managerial efficiency. The role of advertising costs in the airline industry. Transportation costs and their implications: an empirical study of railway costs in Canada. Innovation and technical changes in the railroad industry. The commuting and residential decisions of central business district workers. Manpower in operating classifications on the railroads.

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ailway Workers Advocate One National Union

A policy statement advocating that all he non-operating railway workers in anada merge into one national indusial union was overwhelmingly approved y delegates to the 27th regular convenon of the Canadian Brotherhood of ailway, Transport and General Workers, eld in Ottawa from October 2 to 7.

The union's national executive board, hich drew up the statement, said it was nvinced that such a proposal was within the bounds of accomplishment — ovided that it is promoted with suffient vigour, imagination and persevernce." Although the board did not ppose that this could be brought about mediately, it expressed confidence that could be done "within the next three to e years."

At present, the 100,000 non-operating ilway workers in Canada are divided nong 16 unions, including the CBRT, hich represents about 25,000 of them. The CBRT is the only all-Canadian union in this group.

"We do not propose that the consolidation process be a series of mergers of various other unions with the brotherhood so that only our identity is preserved," the policy statement said. "This is not to be some kind of super CBRT and GW created by the absorption of 15 other rail unions into our organization. Rather, we see the process as the voluntary surrender by all rail unions (including ourselves) of their separate identities, and their blending into an entirely new industrial union.

"Your board places special emphasis on the protection of the status of non-railway members, not only within our brotherhood but within the ranks of other organizations. Approximately one third of our members are employed outside the railway industry, and their interests must be, and will be zealously guarded . . . ."

Such a consolidated union would of necessity be a national union. "It would be structurally impossible for the Canadian sections of 15 international unions to merge while still retaining their separate affiliations with their parent unions in the United States," said CBRT President W. J. Smith. By eliminating the waste involved in maintaining 15 separate administrations, a single union would be entirely self-sufficient financially, and would be able to provide more efficient service to all non-operating railway workers, the policy statement contended.

"We are making it very clear that we are rejecting raiding as a possible solution to the present multiunion structure . . . ," one of the delegates said. "What we are trying to do is . . . to set up a dialogue between the various unions . . . that we hope will lead to peace, progress, and labour unity."

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
			(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*	November 11	7,698	+ 0.1	+ 3.6
Employed	November 11	7,409	− 0.4	+ 3.0
Agriculture	November 11	535	−11.3	+11.0
Non-agriculture	November 11	6,874	+ 0.6	+ 2.5
Paid workers	November 11	6,335	+ 0.3	+ 2.2
At work 35 hours or more	November 11	5,989	+52.4	+20.7
At work less than 35 hours	November 11	1,167	−63.6	−41.1
Employed but not at work	November 11	253	−16.8	+ 1.2
Unemployed	November 11	289	+13.8	+21.4
Atlantic	November 11	36	+33.3	+16.1
Quebec	November 11	101	+ 5.2	+17.4
Ontario	November 11	77	+ 6.9	+28.3
Prairie	November 11	32	+68.4	+23.1
Pacific	November 11	43	+ 7.5	+22.9
Without work and seeking work	November 11	267	+15.1	+21.9
On temporary layoff up to 30 days	November 11	22	0.0	+15.8
INDUSTRIAL EMPLOYMENT (1961=100)	August	126.7	+ 0.7	+ 0.8
Manufacturing employment (1961=100)	August	126.7	+ 1.9	− 0.5
IMMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	November	71	+ 1.4	−13.4
No. of workers involved	November	19,248	−22.2	−32.1
Duration in man days	November	253,560	−22.4	+14.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	August	$103.43	+ 0.1	+ 9.4
Average hourly earnings (mfg.)	August	$2.40	0.0	+ 7.1
Average hours worked per week (mfg.)	August	40.4	+ 0.5	− 1.7
Average weekly wages (mfg.)	August	$97.14	+ 0.7	+ 5.6
Consumer price index (1949=100)	November	151.0	+ 0.3	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961=100)	August	111.9	+ 0.9	+ 1.7
Total labour income (thousands of dollars)	August	2,749	+ 0.9	+ 9.3
INDUSTRIAL PRODUCTION				
Total (average 1949=100)	September	290.3	+ 5.9	+ 3.5
Manufacturing	September	260.5	+ 7.4	+ 2.5
Durables	September	264.9	+12.8	+ 2.5
Non-durables	September	256.8	+ 3.0	+ 2.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	October	13,150	− 2.4	+16.3
Completions	October	13,244	+24.0	+45.0
Under construction	October	84,215	− 0.3	+17.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended November 11, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,698	649	2,182	2,825	1,262	780
Men	5,283	455	1,514	1,912	879	523
Women	2,415	194	668	913	383	257
14-19 years	757	75	221	240	141	80
20-24 years	1,085	111	352	360	167	95
25-44 years	3,331	242	959	1,268	519	343
45-64 years	2,310	201	598	874	394	243
65 years and over	215	20	52	83	41	19
EMPLOYED	7,409	613	2,081	2,748	1,230	737
Men	5,060	424	1,436	1,856	853	491
Women	2,349	189	645	892	377	246
Agriculture	535	29	114	143	228	21
Non-agriculture	6,874	584	1,967	2,605	1,002	716
Paid workers	6,335	534	1,809	2,426	920	646
Men	4,196	363	1,224	1,600	585	424
Women	2,139	171	585	826	335	222
UNEMPLOYED	289	36	101	77	32	43
Men	223	31	78	56	26	32
Women	66	*	23	21	*	11
PERSONS NOT IN LABOUR FORCE	6,328	670	1,860	2,161	1,028	609
Men	1,669	198	480	547	277	167
Women	4,659	472	1,380	1,614	751	442

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended November 11, 1967

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,026	2,322	3,997	1,084	4,091	1,048	1,484
LABOUR FORCE	7,698	757	3,835	873	1,276	742	215
Employed	7,409	689	3,727	811	1,254	720	208
Unemployed	289	68	108	62	22	22	**
NOT IN LABOUR FORCE	6,328	1,565	162	211	2,815	306	1,269
PARTICIPATION RATE†							
1967—November 11	54.9	32.6	95.9	80.5	31.2	70.8	14.5
October 14	54.9	32.4	96.2	81.6	30.9	70.5	14.9
UNEMPLOYMENT RATE‡							
1967—November 11	3.8	9.0	2.8	7.1	1.7	3.0	**
October 14	3.3	8.1	2.4	5.9	1.7	3.0	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended November 11, 1967

	November 1967	October 1967	November 1966
	(in thousands)		
TOTAL UNEMPLOYED	289	254	238
On temporary layoff up to 30 days	22	22	19
Without work and seeking work	267	232	219
Seeking			
Full-time work	253	219	203
Part-time work	14	13	16
Under 1 month	106	91	87
1-3 months	100	77	82
4-6 months	33	35	24
More than 6 months	28	29	26

SOURCE: Labour Force Survey, DBS.

B—Labour Income

ABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					Monthly Totals					
					(millions of dollars)					
962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
966—September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August*	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September†	68.7	738.0	243.1	43.1	236.5	49.7	382.9	897.1	112.7	2,801.4
					Seasonally Adjusted					
962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
966—September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.4
August*	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September†	69.3	726.5	235.5	35.8	207.4	49.0	382.8	879.4	111.4	2,719.5

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the emaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1967, employers in the principal non-agricultural industries reported a total employment of 3,727,447. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July*	125.8	132.1	103.35	124.3	130.1	106.12
August†	126.7	132.2	103.43	126.7	130.6	106.47

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	124.9	124.6	125.9	84.21	83.98	74.37
Newfoundland	136.2	132.5	141.7	89.42	89.87	78.75
Prince Edward Island	142.2	146.6	136.9	71.14	68.69	62.54
Nova Scotia	117.5	117.4	117.7	82.44	81.98	74.36
New Brunswick	124.9	126.2	124.5	83.97	83.93	72.40
Quebec	123.8	122.7	123.0	101.70	101.63	93.92
Ontario	127.4	125.9	127.3	106.80	106.51	98.36
Prairie Region	126.6	126.6	122.0	97.76	97.82	85.67
Manitoba	119.5	119.8	115.6	93.20	93.45	78.18
Saskatchewan	125.8	126.1	123.8	97.14	96.92	85.87
Alberta	133.0	132.6	126.6	101.48	101.53	91.45
British Columbia	134.7	135.2	133.0	114.81	115.62	105.45
CANADA	126.7	125.8	125.7	103.43	103.35	94.52
URBAN AREAS						
St. John's	144.2	143.0	150.4	82.19	80.47	75.04
Halifax	112.2	113.8	111.4	85.38	85.66	79.58
Sydney	96.8	96.2	104.6	90.67	85.00	88.33
Moncton	119.9	119.7	119.0	82.48	81.90	70.36
Saint John	109.7	111.2	105.7	85.92	85.54	78.59
Chicoutimi	115.8	115.5	118.2	121.49	122.16	115.72
Montreal	125.2	124.6	123.8	103.22	103.20	97.03
Quebec	119.4	119.2	118.3	87.96	87.20	83.20
Shawinigan	102.9	103.4	114.9	104.15	103.01	103.56
Sherbrooke	121.8	118.0	113.9	85.28	86.41	82.89
Trois-Rivières	116.2	116.1	123.1	94.74	94.71	91.08
Ottawa-Hull	126.8	126.0	121.4	97.15	97.11	91.09
Belleville	120.2	119.6	119.8	89.82	89.05	85.69
Brampton	248.8	198.6	229.8	106.33	106.41	102.33
Brantford	132.0	133.3	140.6	97.81	100.95	91.98
Fort William-Port Arthur	133.2	134.6	131.2	101.68	104.56	98.51
Guelph	138.6	137.5	136.2	97.55	96.24	89.90
Hamilton	123.5	121.8	127.0	110.25	111.17	103.80
Kingston	124.2	124.1	125.6	100.65	101.09	95.41
Kitchener	142.0	139.2	143.5	94.13	94.31	89.27
London	124.3	125.4	127.2	99.91	98.30	93.07
Niagara Falls	121.3	120.2	123.0	97.45	98.42	92.16
Oshawa	122.6	119.8	110.4	118.54	119.47	111.30
Peterborough	137.8	134.0	137.9	109.35	110.20	102.67
Sarnia	126.0	131.9	127.9	130.09	137.98	129.00
Sault Ste. Marie	123.7	125.7	129.0	119.51	120.15	114.80
Sudbury	114.3	113.5	103.3	123.50	122.60	103.48
St. Catharines	141.8	140.7	139.5	113.12	112.85	106.20
Timmins	85.3	86.2	102.6	94.06	94.71	102.75
Toronto	127.1	125.7	127.4	107.92	107.36	101.08
Welland	113.4	114.2	115.4	122.65	120.47	107.82
Windsor	154.8	147.9	153.9	121.10	116.10	116.31
Winnipeg	119.7	120.0	116.8	87.89	88.04	79.43
Regina	125.0	124.6	123.8	93.61	93.79	87.29
Saskatoon	148.1	147.2	131.2	93.53	92.23	83.34
Calgary	139.2	138.5	131.8	103.18	103.07	92.91
Edmonton	134.7	135.3	130.5	96.82	96.69	89.03
Vancouver	131.3	131.4	126.5	110.07	110.28	103.27
Victoria	128.0	128.7	124.6	98.88	99.54	91.25

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
	(in thousands)										
CANADA											
August 1967†	80.9	123.5	1,668.4	861.0	807.4	406.9	677.6	933.1	263.4	615.0	4,768.8
July 1967*	82.9	124.1	1,639.1	846.4	792.8	406.3	680.1	939.6	264.3	624.1	4,760.4
August 1966	87.1	122.3	1,670.4	864.0	806.4	423.5	669.6	912.8	247.9	580.3	4,713.8
NEWFOUNDLAND											
August 1967†	3.5	5.9	13.9	11.7	2.2	11.4	16.9	16.5	1.8	6.9	77.0
July 1967*	3.4	5.8	14.1	11.7	2.4	10.9	16.3	16.6	1.8	6.8	75.7
August 1966	4.7	6.2	13.9	11.4	2.5	12.7	16.6	16.1	1.7	6.8	78.7
PRINCE EDWARD ISLAND											
August 1967†	0.1	0.1	3.2	2.6	0.5	2.3	2.9	3.8	0.6	2.2	15.2
July 1967*	0.2	0.1	3.4	2.9	0.5	2.2	2.9	3.8	0.6	2.5	15.7
August 1966	0.2	0.1	3.0	2.5	0.6	2.3	2.9	3.8	0.6	2.2	15.0
NOVA SCOTIA											
August 1967†	2.5	7.4	34.9	19.0	15.9	13.7	22.3	28.4	6.4	14.6	130.3
July 1967*	2.6	7.2	34.0	18.5	15.5	15.0	22.3	28.7	6.3	14.8	131.1
August 1966	2.6	7.5	35.5	18.7	16.8	14.7	23.0	28.0	5.9	13.9	131.2
NEW BRUNSWICK											
August 1967†	8.9	2.9	29.1	19.0	10.2	12.3	23.9	23.0	4.2	11.1	115.5
July 1967*	9.8	3.0	29.6	19.3	10.4	11.8	23.9	23.1	4.2	11.7	117.2
August 1966	10.0	2.9	28.4	19.0	9.3	13.0	22.7	22.8	4.1	10.7	114.6
QUEBEC											
August 1967†	29.3	27.9	519.1	320.4	198.7	97.5	181.8	238.3	74.6	168.6	1,337.1
July 1967*	29.2	28.0	508.4	313.9	194.6	96.6	183.4	240.0	74.8	170.6	1,330.9
August 1966	29.7	28.2	517.6	318.3	199.3	115.1	178.6	232.0	70.6	150.4	1,322.2
ONTARIO											
August 1967†	13.5	35.9	820.0	369.1	450.9	150.0	217.4	365.1	114.4	240.5	1,956.7
July 1967*	13.6	36.3	802.7	361.3	441.3	150.6	218.0	366.7	115.0	243.7	1,946.7
August 1966	13.4	34.8	823.9	373.3	450.6	155.4	219.0	356.3	107.3	232.2	1,942.5
MANITOBA											
August 1967†	1.1	6.4	48.2	27.8	20.4	18.3	49.4	51.2	12.2	28.8	215.6
July 1967*	1.1	6.3	48.1	27.7	20.4	18.3	49.9	51.5	12.2	29.6	217.0
August 1966	1.9	5.9	47.2	28.0	19.2	17.0	47.6	51.0	11.9	27.8	210.3
SASKATCHEWAN											
August 1967†	0.2	5.4	15.9	10.3	5.6	17.9	28.9	37.7	8.4	18.3	132.6
July 1967*	0.2	5.4	16.3	10.3	6.0	18.3	28.8	37.8	8.5	18.7	134.0
August 1966	0.2	5.2	15.7	10.3	5.4	18.1	28.3	37.3	8.0	17.0	129.8
ALBERTA											
August 1967†	4.1	19.2	53.1	26.9	26.2	41.6	52.9	74.3	16.0	50.1	311.4
July 1967*	3.6	19.5	52.9	26.7	26.2	40.9	52.7	75.4	16.1	50.9	312.1
August 1966	2.6	18.2	50.8	26.7	24.1	38.3	51.0	73.7	14.4	47.2	296.3
BRITISH COLUMBIA											
August 1967†	17.6	10.3	130.9	54.3	76.7	41.3	79.6	94.4	24.8	72.8	471.7
July 1967*	19.1	10.4	129.5	54.0	75.5	41.2	80.2	95.6	24.9	73.7	474.6
August 1966	21.7	11.0	134.4	55.7	78.7	36.3	77.9	91.5	23.3	71.0	467.1

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-002).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	113.4	113.6	111.4	128.46	127.25	117.94
Metals	108.8	109.1	106.8	129.36	129.02	118.47
Mineral fuels	105.7	104.9	101.9	134.80	129.13	123.62
Non-metals except fuels	124.1	124.4	122.5	115.37	113.97	105.57
Quarries and sand pits	130.5	129.7	143.2	113.05	111.86	106.82
Services incidental to mining	140.6	143.8	137.3	133.80	135.82	124.66
MANUFACTURING	126.7	124.3	127.3	106.47	106.12	100.05
Durable goods	136.2	133.4	136.6	114.53	113.64	108.18
Non-durable goods	119.1	117.0	119.9	99.06	99.24	92.62
Food and beverages	124.6	120.9	124.3	91.72	93.87	84.34
Foods	125.2	120.5	125.6	88.47	90.57	81.00
Beverages	121.0	123.1	116.7	112.61	113.92	106.69
Tobacco processing and products	96.9	95.1	94.0	112.05	110.91	103.99
Rubber products	124.0	120.6	122.9	108.69	109.42	104.28
Leather products	98.1	97.9	106.9	71.41	69.58	67.88
Textile products	119.1	117.1	114.1	87.83	86.91	82.96
Knitting mills	111.4	109.2	118.6	67.88	66.28	63.94
Clothing	111.7	108.5	117.7	66.51	64.73	62.71
Wood products	113.4	113.4	117.2	95.62	95.28	88.40
Furniture and fixtures	131.8	128.4	136.3	88.90	87.05	83.70
Paper and allied industries	121.3	120.9	122.9	126.61	125.37	119.22
Printing, publishing and allied industries	114.2	113.2	112.1	113.74	113.82	107.62
Primary metal industries	126.7	126.6	129.4	129.08	129.13	120.28
Metal fabricating industries	135.5	132.5	139.6	112.01	111.33	107.54
Machinery, except electrical	147.6	147.3	148.6	121.96	120.69	113.35
Transportation equipment	153.2	146.6	143.1	124.77	121.42	118.74
Electrical products	147.2	142.9	146.1	106.96	107.26	103.26
Non-metallic mineral products	122.5	119.3	129.2	113.43	114.64	107.46
Petroleum and coal products	107.0	107.2	105.6	155.86	156.06	146.34
Chemicals and chemical products	120.1	120.2	119.4	120.60	120.63	115.02
Miscellaneous manufacturing industries	135.5	131.7	136.8	93.20	92.35	86.95
CONSTRUCTION	134.5	133.5	149.9	134.45	133.59	124.79
Building	134.4	133.6	141.6	129.58	128.51	120.02
Engineering	134.6	133.4	165.6	142.90	142.44	132.98
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	116.0	116.5	111.9	113.06	113.82	88.58
Transportation	113.5	114.0	108.5	112.40	113.66	80.66
Storage	117.7	123.3	117.4	98.22	96.47	94.28
Communication	121.3	121.7	120.1	108.67	108.85	93.82
TRADE	124.3	124.5	122.2	82.30	82.51	77.86
Wholesale trade	123.7	123.8	120.1	100.85	100.62	95.33
Retail trade	124.6	124.9	123.4	72.04	72.51	68.00
FINANCE, INSURANCE AND REAL ESTATE	127.2	127.2	122.2	99.95	100.08	93.27
Financial institutions	130.0	130.0	126.2	96.25	96.18	90.41
Insurance and real estate	123.5	123.3	116.1	105.18	105.60	97.66
SERVICE	163.2	163.1	149.2	76.35	76.31	70.02
Recreational services	147.9	153.6	144.9	67.61	68.17	64.39
Business services	173.2	172.8	163.3	114.64	114.56	107.99
Personal services	150.4	150.2	138.9	56.08	55.84	52.91
Miscellaneous services	204.2	201.2	170.2	88.29	88.92	73.31
INDUSTRIAL COMPOSITE	126.7	125.8	125.7	103.43	103.35	94.52

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.6	40.9	42.0	2.85	2.87	2.58	118.60	117.45	108.29
Metals	41.1	40.8	41.4	2.99	3.01	2.70	123.03	122.69	111.53
Mineral fuels	41.6	36.7	41.7	2.41	2.44	2.26	100.06	89.76	94.18
Non-metals, except fuels	41.4	41.7	41.4	2.65	2.63	2.42	109.57	109.57	100.40
Quarries and sand pits	49.7	49.2	51.1	2.26	2.23	2.06	112.50	109.80	105.25
Services incidental to mining	41.5	41.8	42.6	3.10	3.14	2.78	128.56	131.25	118.48
MANUFACTURING	40.4	40.2	41.1	2.40	2.40	2.24	97.14	96.45	91.95
Durable goods	40.9	40.6	41.5	2.60	2.58	2.43	106.13	104.74	101.04
Non-durable goods	40.0	39.9	40.6	2.21	2.22	2.05	88.42	88.44	83.15
Food and beverages	40.0	40.7	40.7	2.07	2.10	1.87	82.65	85.30	76.11
Foods	39.9	40.6	40.7	2.00	2.03	1.80	80.02	82.49	73.33
Beverages	40.6	41.3	41.5	2.58	2.60	2.40	104.74	107.07	99.57
Tobacco processing and products	37.5	37.0	37.6	2.72	2.72	2.59	101.91	100.70	97.35
Rubber products	40.9	41.0	42.1	2.46	2.49	2.35	100.76	102.01	98.70
Leather products	39.5	38.5	40.3	1.65	1.64	1.55	65.21	63.21	62.41
Textile products	41.3	40.7	41.9	1.87	1.86	1.74	77.31	75.95	72.79
Miscellaneous textiles	40.4	39.7	39.8	1.82	1.79	1.61	73.49	71.28	64.14
Knitting mills	40.9	40.0	41.7	1.48	1.46	1.37	60.45	58.46	57.17
Clothing	37.2	36.5	38.1	1.62	1.59	1.50	60.32	58.17	57.30
Wood products	39.9	40.0	40.0	2.29	2.27	2.10	91.32	91.03	84.00
Furniture and fixtures	42.6	41.9	43.0	1.94	1.91	1.82	82.57	80.01	78.09
Paper and allied industries	41.2	41.2	41.9	2.89	2.86	2.69	119.15	117.77	112.59
Pulp and Paper mills	41.1	41.1	41.9	3.15	3.10	2.93	129.54	127.49	122.78
Printing, publishing and allied industries	38.8	38.8	39.2	2.89	2.88	2.74	112.08	111.57	107.17
Primary metal industries	40.1	40.6	40.8	3.00	2.99	2.79	120.34	121.16	113.72
Iron and steel mills	39.5	40.3	40.7	3.17	3.13	2.93	125.23	125.97	119.22
Metal fabricating industries	41.4	41.0	42.3	2.54	2.53	2.42	105.20	103.74	102.38
Machinery, except electrical	41.6	40.7	41.9	2.74	2.72	2.55	113.74	110.85	106.92
Transportation equipment	41.2	40.0	41.6	2.83	2.81	2.67	116.67	112.14	111.11
Aircraft and parts	41.7	41.0	41.8	2.81	2.77	2.66	116.94	113.51	111.26
Motor vehicles	41.4	40.1	41.7	2.91	2.89	2.75	120.30	115.92	114.70
Assembling	41.2	39.7	45.1	3.11	3.12	2.96	127.82	124.14	133.75
Parts and accessories	41.7	40.4	39.1	2.83	2.82	2.64	118.30	113.78	103.30
Shipbuilding and repairing	40.4	38.2	40.9	2.75	2.74	2.59	111.12	104.55	106.04
Electrical products	39.5	39.4	40.9	2.34	2.34	2.23	92.64	92.17	91.07
Communications equipment	38.6	38.3	40.2	2.26	2.27	2.12	87.11	86.91	85.26
Non-metallic mineral products	42.9	43.7	43.6	2.50	2.49	2.34	107.07	108.64	102.09
Petroleum and coal products	42.7	43.2	41.9	3.38	3.38	3.23	144.10	146.14	135.44
Chemical and chemical products	40.3	40.2	40.8	2.60	2.61	2.45	104.68	104.65	100.06
Miscellaneous manufacturing industries	40.7	40.1	41.2	1.96	1.95	1.81	79.59	78.29	74.57
CONSTRUCTION	43.2	43.0	44.3	3.08	3.08	2.78	133.10	132.33	123.31
Building	40.6	40.3	41.5	3.15	3.14	2.85	127.97	126.59	118.22
General contractors	40.6	40.3	41.4	3.01	3.00	2.71	122.27	121.05	112.05
Special trade contractors	40.7	40.2	41.6	3.28	3.27	2.98	133.26	131.71	124.02
Engineering	47.7	47.8	49.0	2.98	2.98	2.69	141.83	142.17	131.92
Highways, bridges and streets	49.4	49.6	50.2	2.45	2.44	2.26	121.07	120.82	113.53
Other engineering	45.7	45.8	48.0	3.61	3.62	3.10	164.94	165.47	148.62
OTHER INDUSTRIES									
Urban transit	44.3	44.8	43.5	2.91	2.90	2.72	128.70	129.93	118.48
Highway and bridge maintenance	39.5	40.5	40.5	2.19	2.19	2.00	86.69	88.60	81.03
Laundries, cleaners and pressers	39.4	38.9	39.2	1.41	1.40	1.30	55.48	54.29	51.08
Hotels, restaurants and taverns	35.2	35.2	35.6	1.39	1.38	1.30	48.85	48.59	46.32

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
onthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
st Pay Period in					
65—August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
67—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July*	40.2	2.40	96.45	129.6	110.9
August†	40.4	2.40	97.14	130.5	111.9

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the nsumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	August 1967	July 1967	August 1966	August 1967	July 1967	August 1966
				$	$	$
wfoundland	39.5	43.1	41.9	1.95	1.89	1.84
va Scotia	39.7	40.7	40.8	1.90	1.91	1.83
w Brunswick	40.7	41.4	41.9	1.96	1.94	1.79
ebec	41.3	40.7	42.4	2.17	2.16	2.02
tario	40.5	40.3	40.9	2.52	2.52	2.35
nitoba	39.4	39.7	40.4	2.15	2.14	1.94
katchewan	39.4	40.0	40.0	2.46	2.49	2.28
erta	39.6	39.9	39.8	2.44	2.46	2.24
tish Columbia	37.2	37.4	37.5	3.00	3.00	2.80

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under rance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly their publication is being suspended.

New statistical series are being developed to give mor significant information about persons using the services o Canada Manpower Centres. The results will be published a they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by th UIC. The source for Tables E-1 to E-4 is *The Statistical Repo on the Operation of the Unemployment Insurance Act*, (DB Cat. No. 73-001). For further information regarding th nature of the data see Technical Note, page 25, January issu

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act*

End of	*Total*†	*Employed*	*Claimants*
1967—August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300
September	4,535,000	4,370,100	164,900
August	4,596,000	4,408,800	187,200
July	4,539,000	4,343,000	196,000
June	4,532,000	4,350,700	181,300
May	4,487,380	4,209,540	277,840

*May 1966 to August 1967 revised on the basis of book renewal at June 1, 1966.

†Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, September 196

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	18,097	$ 435,064
Prince Edward Island	2,121	46,166
Nova Scotia	24,823	588,522
New Brunswick	18,232	421,773
Quebec	207,076	5,137,017
Ontario	254,274	6,304,809
Manitoba	15,961	363,472
Saskatchewan	9,421	213,457
Alberta	19,258	453,539
British Columbia, Yukon Territory	71,244	1,807,769
Total, Canada, Sept. 1967	604,507	15,771,588
Total, Canada, Aug. 1967	691,198	16,848,719
Total, Canada, Sept. 1966	512,608	12,264,891

*Represents the total of complete and partial weeks of benefit pa during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, September 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,779	1,213	566	1,677	1,025	652	630
Prince Edward Island	193	151	42	223	145	78	54
Nova Scotia	2,950	1,945	1,005	3,092	1,924	1,168	812
New Brunswick	2,366	1,687	679	2,356	1,493	863	763
Quebec	27,246	17,785	9,461	28,113	18,867	9,246	8,928
Ontario	30,572	21,369	9,203	31,648	20,711	10,937	10,464
Manitoba	1,794	1,395	399	1,680	1,031	649	489
Saskatchewan	1,179	923	256	1,109	694	425	395
Alberta	2,480	1,920	560	2,358	1,420	938	749
British Columbia	12,163	8,070	4,093	12,508	8,252	4,256	3,587
Total, Canada, September 1967	82,722*	56,458	26,264	84,764†	55,552	29,212	26,871
Total, Canada, August 1967	92,535	64,025	28,510	100,702	55,694	45,008	28,913
Total, Canada, September 1966	72,968	51,672	21,296	80,181	50,755	29,426	23,429

*In addition, revised claims received numbered 26,194.

†In addition, 27,537 revised claims were disposed of. Of these 2,853 were special requests not granted and 1,372 were appeals by claimants. The were 5,663 revised claims pending at the end of the month.

ABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 29, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Aug. 31, 1967	Sept. 30, 1966
ANADA	210,863	90,554	51,038	42,526	26,745	187,172	164,877
Male	123,320	59,847	28,742	21,060	13,671	113,175	95,292
Female	87,543	30,707	22,296	21,466	13,074	73,997	69,585
EWFOUNDLAND	5,561	1,989	1,621	1,283	668	4,875	5,171
Male	4,028	1,527	1,227	873	401	3,535	3,846
Female	1,533	462	394	410	267	1,340	1,325
RINCE EDWARD ISLAND	664	210	229	153	72	739	645
Male	339	108	131	68	32	483	385
Female	325	102	98	85	40	256	260
OVA SCOTIA	8,323	2,995	1,929	1,748	1,651	8,940	8,676
Male	5,612	2,179	1,264	1,125	1,044	6,176	5,952
Female	2,711	816	665	623	607	2,764	2,724
EW BRUNSWICK	6,853	2,490	1,621	1,711	1,031	7,810	7,769
Male	4,403	1,700	979	1,149	575	5,436	5,299
Female	2,450	790	642	562	456	2,374	2,470
UEBEC	70,328	31,136	17,247	14,263	7,682	53,132	50,436
Male	44,696	21,758	10,907	7,943	4,088	32,040	30,080
Female	25,632	9,378	6,340	6,320	3,594	21,092	20,356
NTARIO	78,456	33,445	19,075	15,663	10,273	76,561	56,300
Male	42,264	20,882	9,651	6,692	5,039	45,649	29,249
Female	36,192	12,563	9,424	8,971	5,234	30,912	27,051
ANITOBA	5,625	1,866	1,618	1,147	994	5,138	4,247
Male	2,591	979	726	462	424	2,316	1,907
Female	3,034	887	892	685	570	2,822	2,340
ASKATCHEWAN	3,131	856	975	738	562	3,024	2,805
Male	1,276	419	419	168	270	1,267	1,085
Female	1,855	437	556	570	292	1,757	1,720
LBERTA	6,582	2,779	1,339	1,449	1,015	5,652	6,012
Male	3,013	1,365	499	644	505	2,894	2,731
Female	3,569	1,414	840	805	510	2,758	3,281
RITISH COLUMBIA	25,340	12,788	5,384	4,371	2,797	21,301	22,816
Male	15,098	8,930	2,939	1,936	1,293	13,379	14,758
Female	10,242	3,858	2,445	2,435	1,504	7,922	8,058

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1967

	All-Items									
	Nov. 1967	*Oct. 1967*	*Nov. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
St. John's, Nfld.*	130.8	130.8	127.3	126.5	122.8	129.8	126.1	191.2	155.9	120.5
Halifax	143.0	142.5	139.2	141.4	140.5	142.6	143.4	188.7	191.5	131.8
Saint John	145.7	145.7	141.5	143.6	139.6	143.5	155.1	214.3	175.8	131.5
Montreal	149.6	148.8	143.6	154.2	145.5	126.2	181.9	198.9	172.7	131.9
Ottawa	149.6	148.6	145.5	150.8	144.7	140.0	168.4	203.5	165.8	136.2
Toronto	152.5	151.8	148.1	144.9	154.3	142.3	159.1	191.3	211.7	132.7
Winnipeg	147.2	146.8	140.7	147.2	136.3	147.6	149.9	209.2	166.9	147.4
Saskatoon-Regina	141.5	140.6	137.1	146.0	134.8	145.6	142.0	166.8	165.9	129.3
Edmonton-Calgary	142.1	141.7	136.5	140.7	137.2	144.3	142.8	197.0	162.6	126.2
Vancouver	145.1	144.9	139.5	142.4	146.1	136.4	154.8	178.8	163.9	128.5

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as these laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18

*Preliminary.

TABLE G-2—Strikes and Lockouts, November 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	295	5,370
Mines	2	2,284	3,220
Manufacturing	37	10,114	167,770
Construction	5	522	8,000
Transportation and utilities	11	5,326	55,970
Trade	10	593	10,820
Finance	—	—	—
Service	3	14	310
Public administration	—	—	—
ALL INDUSTRIES	70	19,148	251,460

TABLE G-3—Strikes and Lockouts, November 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	26	570
Prince Edward Island	—	—	—
Nova Scotia	2	570	1,250
New Brunswick	4	1,280	7,750
Quebec	13	5,383	27,860
Ontario	27	2,969	41,710
Manitoba	—	—	—
Saskatchewan	1	11	200
Alberta	3	272	3,600
British Columbia	13	4,770	116,420
Federal	6	3,867	52,100
ALL JURISDICTION	70	19,148	251,460

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			Nov.	*Accumulated*		
FORESTRY						
Columbia Cellulose, Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	4,620	10,920	Sept. 19 —	Wages—
MINES						
Mineral Fuels						
Acadia Coal Co. — McBean Mine, Thorburn, N.S.	Mine Workers District 26 (Ind.)	400	400	400	Nov. 8 Nov. 9	Alleged dispute between management and workers—Return of workers.
Non-Metal						
Asbestos Corporation Ltd., Thetford Mines and area, Que.	Mining Employees Federation (CNTU)	1,884	2,820	2,820	Nov. 14 Nov. 15	Alleged grievance—Return of workers.
MANUFACTURING						
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	42,380	Nov. 21 1966	Wages, union security, bonding of employees—
Canadian Celanese Ltd., Sorel, Que.	Textile Workers' Union Loc. 1434 (AFL-CIO/CLC)	739	3,700	10,840	Oct. 18 Nov. 8	Wages—15¢ an hr. increase retroactive July 1, 1967, 15¢ an hr. Nov. 1, 1968; other improved benefits.
Wood						
Several lumber companies, Various locations, British Columbia.	Woodworkers Various locals (AFL-CIO/CLC)	3,668	93,750	181,010	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	203	4,470	6,300	Oct. 19 —	Wages, hours, job evaluation—
Furniture and Fixtures						
Ten furniture manufacturing firms, Vancouver, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	227	4,990	13,200	Sept. 11 —	Wages, fringe benefits—
Paper						
Columbia Cellulose, Celgar Lumber Division & Celgar Pulp Division, Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,360	22,680	Sept. 18 —	Wages—
Scott Maritimes Pulp Ltd., Abercrombie, Pictou Co., N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	170	850	850	Nov. 15 Nov. 22	Disciplinary suspension of two workers—Return of workers.
Ontario-Minnesota Pulp & Paper Co. Ltd., Fort Frances, Ont.	Pulp and Paper Mill Workers Loc. 92 (AFL-CIO/CLC)	531	1,380	1,380	Nov. 23 Nov. 26	Not reported—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC	349	7,680	358,050	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Nov.	Accumulated		
rimary Metals						
Kaiser Aluminum, Scarborough, Ont.	Steelworkers Loc. 4885 (AFL-CIO/CLC)	106	850	960	Oct. 31 Nov. 13	Wages, length of contract, shift differential—20¢ an hr. increase first year, 19¢ second year; plus fringe benefits.
letal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	5,060	6,540	Oct. 23 —	Delayed negotiations in a new contract—
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 (AFL-CIO/CLC)	220	880	880	Nov. 25 —	Wages, union security, seniority, management rights—
lachinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	6,080	48,670	June 21 Nov. 20	Wages in a new agreement—12% increase immediately, 6% in 1968; 2¢ an hr. increase for shift differentials; 3 weeks vacation after 10 years, 4 weeks after 25 years, other improved benefits.
Jeffreys Mfg. Ltd., Montreal, Que.	Auto Workers Loc. 1376 (AFL-CIO/CLC)	150	3,300	8,700	Sept. 11 —	Wages, union security, bargaining unit, seniority, vacations—
urroughs Business Machines Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	175	2,280	8,590	Sept. 11 Nov. 20	Wages, cost-of-living bonus, fringe benefits—17¢ an hr. increase.
ransportation Equipment						
Blackstone Industrial Products Ltd., Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	210	9,670	Aug. 25 Nov. 2	Wages, fringe benefits—7% increase first year, 8% second year, 8% the third year, night shift premium increased to 9¢ first yr., 10¢ 2nd. yr., and 11¢ the 3rd yr.; other improved benefits.
Saint John Shipbuilding and Dry Dock Co. Ltd., Saint John, N.B.	Various unions	1,000	2,000	2,000	Nov. 20 Nov. 22	Protesting dismissal of 11 employees—Return of workers.
lectrical Products						
Fleetwood Corporation, Town of Mount Royal, Que.	Machinists Loc. 2146 (AFL-CIO/CLC)	375	3,000	3,000	Nov. 21 —	Retroactive pay—
ONSTRUCTION						
Alberta Insulators Contractors Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	240	2,880	2,880	Nov. 15 —	Wages—
RANSPORTATION AND UTILITIES						
ransportation						
Various trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	1,400	4,900	Oct. 28 Nov. 2	Wages—80¢ an hr. increase over a 2-yr. agreement; work week shortened.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			Nov.	*Accumulated*		
Shipping Federation of Canada,* Montreal, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	3,000	48,210	48,210	Nov. 6 Nov. 28	Interpretation and application o the Picard findings—Court injunc tion issued, return of workers.
Communication						
Post Office Department,* Hamilton and Niagara Peninsula, Ont.	Letter Carriers Various locals (CLC)	635	1,270	1,270	Nov. 7 Nov. 9	Suspension of one worker—Re turn of workers when suspende worker reinstated.
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,450	21,540	May 29 —	Union recognition—
Cargill Grain Company Ltd.,* Baie Comeau, Que.	CNTU-chartered local	175	2,100	6,660	Sept. 25 Nov. 17	Not reported—25¢ an hr. increas retroactive Feb. 1, 1967, 20¢ Feb 1, 1968, 25¢ Feb. 1, 1969; time an one half for Saturday work establishment of a contributor pension plan, other improve benefits.
Various automobile dealers, Quebec and area, Que.	CNTU	150	3,250	3,250	Nov. 1 —	Wages, hours in first agreement—

*Federal Jurisdiction